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ABSTRACT

Forty-seven course outlines and reading lists about manpower development are presented. They reflect the diversity of academic programs which deal with manpower policies and programs in economics, sociology, industrial and labor relations, urban studies and urban planning, public administration, business and management, and social work. Courses offered at undergraduate and graduate levels are included, although more concentrated attention is paid to manpower and employment issues in specialized graduate programs. The document is organized around the perspective of social work education and practice. Representative course outlines and reading lists are grouped according to the following seven categories: (1) introductory all-purpose manpower courses, (2) human resources development, (3) labor market economics, (4) special manpower problems of disadvantaged groups, (5) manpower problems and policies, (6) manpower planning, program design and evaluation, and (7) specialized issues in the world of work. Institutions represented include Columbia University Graduate School of Business, University of Kansas School of Social Welfare, University of Michigan School of Social Work, Massachusetts Institute of Technology, and Cornell University New York State School of Industrial and Labor Relations. (Author/AV)

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TEACHING MANPOWER:
A COLLECTION OF COURSES

Edited by

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and

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Columbia University School of Social Work
New York City

SP 010 090

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INTRODUCTION

The course outlines and reading lists which follow were selected from many provided by sympathetic scholars at universities around the country. They were originally solicited in preparation for the National Workshop on Manpower Curriculum Development in Social Work which was held at Columbia University in April, 1973. The outlines and reading lists proved so valuable for the discussions on curriculum development and were so avidly sought after by the assembled educators, that it was decided to publish a representative selection for broader distribution. All materials are included here with the gracious permission of the instructors.

These course materials reflect the diversity of academic programs which deal with manpower policies and programs--economics, sociology, industrial and labor relations, urban studies and urban planning, public administration, business and management, and social work. They include courses offered at undergraduate and graduate levels, although more concentrated attention is paid to manpower and employment issues in specialized graduate programs.

The selection here indicates many ways to organize material dealing with the world of work, its effects upon individuals, the relationship between individuals and various social and economic systems, and the manpower policies and programs of this country. After reviewing forty such examples, it was apparent that the essential, basic material is repeated in courses of different emphases, no matter what their particular academic aegis.

There is clearly no established way that material is presented, nor what components are uniformly given priority, but rather, the approach indicated by each example reflects both the interests of the individual instructor and the relationship of the course to the larger curriculum. For example, where there is no special manpower concentration, one all-purpose manpower course is frequently offered if there is a faculty member to teach it. Conversely, specialized professional programs in labor and industrial relations or manpower development (of which there are very few) can be expected to have a range of courses dealing with each component in detail.

Our point of departure in organizing this volume has been from the perspective of social work education and practice. We have delineated seven approaches somewhat arbitrarily, but we suggest that such loose categorization can be useful in considering how to incorporate manpower content into the curricula of schools of social work--with an eye to what every social worker should know about the world of work as well as to those who want to work professionally in the manpower area.

The categories in which we have grouped representative samples are:

1. Introductory All-Purpose Manpower Courses
2. Human Resources Development
3. Labor Market Economics
4. Special Manpower Problems of Disadvantaged Groups
5. Manpower Programs and Policies
6. Manpower Planning, Program Design and Evaluation
7. Specialized Issues in the World of Work

The National Workshop on Manpower Curriculum Development in Social Work, for which this survey of courses was developed, was sponsored and convened by the Laboratory for Community Programming at the Columbia University School of Social Work, under a grant from the Office of Research and Development of the Manpower Administration, United States Department of Labor. This grant supported the activities of the Laboratory as a demonstration program to explore ways in which social workers being trained in community organization and planning could provide a new professional resource in programs dealing with manpower problems and services.

This volume is one of three being issued by the Laboratory for Community Programming at the conclusion of its experimental program. Another is the report of the National Workshop, which includes papers given at the conference, comments by participants, and descriptions of a number of educational approaches to training manpower professionals and social workers. The third is a comprehensive report on the three-year Laboratory project, including student descriptions of their field work experiences during the Laboratory's definitive last year. These included field work placements with the Department of Labor Regional Office; New York State Employment Service; New York City

Manpower Area Planning Council (CAMPS); the New York City Department of Employment and Emergency Employment Program; and the Columbia University Day Care Project. The first five placements were new to social workers; the latter was a special technical assistance program established by the Laboratory.

We wish to extend here our appreciation to the many educators who responded with such interest to our queries about courses dealing with manpower and employment issues and with such generosity in giving permission to reproduce their syllabi, outlines, and reading lists. Their contributions made this collection possible; their teaching has helped to define the critical information in an important area of social and economic policy. A full listing of all those who participated in this survey will be found in the Appendix.

I would also like to give special acknowledgment, praise, and thanks to Frank Kushin, Assistant Director of the Laboratory for Community Programming, who carried out this survey of courses and developed the introductory material for each section.

Valerie Jorrin, Project Director
Laboratory for Community Ptrogramming

I. INTRODUCTORY ALL-PURPOSE MANPOWER COURSES

The following five course outlines represent a selection of typical introductory courses on manpower as taught within a variety of departments. Each one of them reflects an effort to encompass within one basic course a group of critical components to assure an introductory exposure to basic manpower issues. These include:

1. A history of national events leading to the development of major manpower programs in the United States.
2. A description of basic components in current manpower programs.
3. An analysis of the labor market and economic factors influencing the nature of this market.
4. Problems and theories of unemployment and poverty.
5. The sociology and psychology of work.
6. The relationship of social work to manpower and social policy.

It should be noted here that the courses taught by Frank Breul at the University of Chicago School of Social Service Administration and by Russell Nixon at Columbia University School of Social Work are both offered as electives but include materials which might easily be incorporated into introductory social policy or human growth and behavior sequences required for all students. The course taught by Elwood Taub at the New School for Social Research is a required offering in that school's newly created masters of art's program in manpower development.

David Hardcastle's course taught at the University of Kansas School of Social Welfare represents one of that school's new social policy options. Arthur Ross's course at the University of Michigan's Department of Economics incorporates material of critical importance to social workers in general and social work education in particular in terms of its assessment of labor market factors which impede full participation of all available manpower. With particular emphasis upon the problems of the Black community and the poor in general, Ross then examines what is and should be available on the part of government to assist disadvantaged persons in overcoming their apparent "unemployability."

UNIVERSITY OF CHICAGO
SCHOOL OF SOCIAL SERVICE ADMINISTRATION

Professor Breul
Social Service
Administration 466

Social Welfare and Work

Description

This seminar is concerned, first, with a survey of manpower programs and resources and an introduction to the important policy issues in the manpower field. Second, the history of the relationship between work and social welfare is traced and its present status examined with emphasis on incentives to work in most existing social welfare programs, and on the jobs that are offered as alternatives to poor relief or required as a condition to receiving public aid. Third, competing theories of the causes of unemployment and underemployment and the nature of the labor market are assessed. With that background, present-day social welfare programs and manpower training and placement efforts are studied in order to understand their interrelationships and to suggest alternative arrangements.

Course Plan

Three textbooks are used with a specific reading assignment for each class session.

1. For an overview of manpower policy and resources and for beginning understanding of labor markets and job requirements:

   S. Levitan, G. Mangum, and R. Marshall. Human Resources and Labor Markets, New York: Harper & Row, 1972.

   Part headings indicate content covered:

   I. Labor Market Dynamics
   II. Preparation for Employment
   III. Labor Market Institutions
   IV. Remedial Manpower Programs
   V. Minority Income and Employment
   VI. Manpower and Economic Policy

2. For an intensive examination of a particular view of the way in which labor markets work, especially for the disadvantaged, and to gain some detailed knowledge of how hiring, training, and promotions occur at the work place:

   P. Doeringer and M. Piore. Internal Labor Markets and Manpower Analysis, Lexington, Mass.: D.C. Heath & Co., 1971.

To gain some understanding of current concern with "worker dissatisfaction" and an additional point of view toward the relationship of work and welfare:

Department of Health, Education, and Welfare Task Force. Work in America, Cambridge, Mass.: Massachusetts Institute of Technology Press, 1973.

COLUMBIA UNIVERSITY
SCHOOL OF SOCIAL WORK

Russell A. Nixon
Social Work T6814
Fall, 1972

Manpower, The Labor Market, and Social Policy

Required Texts

Manpower Report of the President, April 1972. Washington, D.C.: U.S. Government Printing Office, 1972.

G. Mangum. The Emergence of Manpower Policy, New York: Holt, Rinehart and Winston, 1970.

M. Purvine, ed. Manpower and Employment: A Source Book for Social Workers, New York: Council on Social Work Education, 1972.

Course Outline

Session 1 — Manpower, social work, and social policy. Course objectives, content and methods. Definitions. Manpower issues and goals, relations to social work practice and social policy.

Mangum, pp. 1-11

Manpower Report, pp. 1-24 and selective survey.

Purvine, ed., section IV articles by Purvine and Nixon.

Sessions 2, 3 — Work and employment: personal and social implications.

Purvine, ed., section I articles by Macarov and Herrick.

Purvine, ed., section II articles by Wolfbein, Neff, Jaques, and Liebow.

R. Theobald. "Jobs for All or Incomes for All: An Urgent Choice," Public Welfare, January 1966, pp. 43-49.

E. Fromm. "The Psychological Aspects of the Guaranteed Income," in The Guaranteed Income, R. Theobald, New York: Doubleday, 1967, pp. 183-193.

H. Perlman. Persona: Social Role and Personality, Chicago: University of Chicago Press, 1968, pp. 59-86.

E. Mandel. "Workers Under Neo-Capitalism," International Socialist Review, November/December 1968, pp. 1-16.

Optional:

E. Liebow. Tally's Corner: A Study of Negro Streetcorner Men, Boston: Little, Brown & Co., 1967.

W. Neff. Work and Human Behavior. New York: Atherton Press, 1968, pp. 3-42 and 236-260.

W. Neff. "Work and Rehabilitation," Journal of Rehabilitation, September/October 1970, pp. 16-22.

D. Bell. "Work in the Life of an American," in Manpower in the United States, Haber, et al., eds., New York: Harper & Row, 1954, pp. 3-22.

H. Swados. "Myth of the Happy Worker," Nation, August 15, 1957, pp. 65-68.

National Association of Social Workers. "Blueprint for an NASW Geared to Change," including "A Plan for Resolving the Manpower Issue," NASW News, February 1969, pp. 33-46.

Sessions 4, 5 The labor market, its operation and problems.

P. Samuelson. Economics, New York: McGraw-Hill, 1971, pp. 547-570.

Purvine, ed., section II articles by Piore, Kreps, Berg, Hiestand, and Griggs Supreme Court decision.

R. Nixon. The Labor Market Framework of Job Development: Some Problems and Prospects, New York: New York University, 1967, 60 pp.

M. Freedman. The Process of Work Establishment, New York: Columbia University Press, 1969, Foreward and pp. 1-12, 114-130.

H. Hilaski. "How Poverty Area Residents Look for Work," Monthly Labor Review, March 1971, pp. 41-45.

Session 6 Guest speaker Ivar Berg, Professor of Sociology at the Columbia University Graduate School of Business. Author of Education and Jobs: The Great Training Robbery.

Session 7 Labor supply, the labor force.

Encyclopedia of Social Work, New York: National Association of Social Workers, 1971, all entries pp. 693-743.

Purvine, ed., section II articles by Ginzberg, Sheppard, Derryck and Schmidt.

United States Department of Labor Bureau of Labor Statistics. How the Government Measures Unemployment, June 1967, pp. 1-18.

United States Department of Labor Bureau of Labor Statistics. The U.S. Labor Force: Projections to 1985, Special Labor Force Report, No. 119, 10 pp. (See Travis, Monthly Labor Review, May 1970.)

United States Department of Labor Bureau of Labor Statistics. Work Experience of the Population in 1971, Special Labor Force Report advance summary, 3 pp.

United States Department of Labor Bureau of Labor Statistics. Employment and Unemployment in 1971, Special Labor Force Report, No. 142, 9 pp. (See Green and Stinson, Monthly Labor Review, February 1972, pp. 20-28.)

Session 8 Demand for labor.

Purvine, ed., section II articles by Schultze, Harrison, Cohn, and Gilpatrick.

T. Christoffel. "The Permanent Job Shortage," in Up Against the American Myth, T. Christoffel, et al., eds., New York: Holt, Rinehart & Winston, 1970, pp. 258-275.

R. Lekachman. Public Service Employment: Jobs for All, Public Affairs Pamphlet, No. 481, New York, 1972.

Optional:

T. Schultz. "Reflections on Investment in Man," Journal of Political Economy, Vol. 70 No. 5, Supplement October 1962, pp. 1-8.

G. Myrdal. Challenge to Affluence, New York: Vintage, 1965, pp. 13-53.

C. Wilcox. Toward Social Welfare, Homewood, Ill.: Richard D. Irwin, 1969, pp. 291-311.

E. Gilpatrick. Structural Unemployment and Aggregate Demand, Baltimore: Johns Hopkins University Press, 1966, pp. 1-26 and 203-229.

Hearings on the Emergency Employment Act of 1971, pp. 125-143, statement by Bennett Harrison to U.S. House of Representatives Committee on Education and Labor, March 2, 1971.

Hearings on Manpower Development and Training Legislation, part 3, pp. 1229-1267, statement by Charles Killingsworth to U.S. Senate Committee on Labor and Public Welfare, March 25, 1970.

G. Mangum. "Guaranteeing Employment Opportunities," in Social Policies for America in the Seventies, R. Theobald, ed., New York: Doubleday, 1968., pp. 25-55.

"Public Service Employment: Open Road or Dead End," New Generation, Winter 1971, articles by Hodgson, Harrison, Cohn, and Spring, pp. 1-25.

M. Rein. Social Policy, New York: Random House, 1970, pp. 374-411.

I. Berg. Education and Jobs: The Great Training Robbery, New York: Praeger, 1970, Foreword and pp. 177-194.

R. Nixon. "The Great Training Robbery," a review, Social Policy, September/October 1970.

Sessions 9, 10 Manpower policies and programs: history, current status, issues, and evaluation.

Mangum, pp. 12-161.

S. Rosen. "Social Policy and Manpower Development," Encyclopedia of Social Work, pp. 1395-1414.

Manpower Report, review.

Session 11 Guest Robert Schrank, Ford Foundation Project Specialist for Manpower, formerly Assistant Commissioner, New York City Manpower Careers and Development Agency.

Session 12 Foreign manpower programs.

F. Graemping. "Manpower Policies: Lessons for the U.S. from Foreign Experience," Proceedings, Industrial Relations Research Association, Spring 1970, pp. 523-557.

B. Reubens. "A Foreign Experience: Swedish Active Manpower Policy," New Generation, Winter 1971, pp. 26-32.

J. Gurley. "Capitalist and Maoist Economic Development," in America's Asia, E. Friedman and M. Selden, eds., New York: Vintage, 1971, pp. 324-339.

Beatrice Reubens, Senior Research Associate, Conservation of Human Resources, Columbia University, will be a guest speaker at this session. See her book The Hard to Employ: European Programs, New York: Columbia University Press, 1970.

Session 13 Guests Dean Mitchell Ginsberg, Dr. Margaret Purvine (Council of Social Work Education), and Ms. Valerie Jorrin (Laboratory for Community Programming).

Session 14 Course review and evaluation.

NEW SCHOOL FOR SOCIAL RESEARCH

Elwood Taub
Manpower 107
Spring, 1973

Introduction to the Field of Manpower

Objectives

Define manpower development in its broad and narrow applications.

Consider its long- and short-range implications.

Review briefly governmental activity in the field.

Analyze manpower program application: components, techniques, linkages, successes, failures.

Consider directions for manpower and manpower legislation for the future.

Required Texts

S. Levitan, G. Mangum, and R. Marshall. Human Resources and Labor Markets, Labor and Manpower in the American Economy, Harper & Row, 1972.

Manpower Report of the President, U.S. Government Printing Office.

New York City Manpower Area Planning Council. Comprehensive Manpower Plan for New York City, 1973.

Course Outline

Session 1 History and State of the Art

a. Origins of Present-Day Manpower Considerations
  MDTA of 1962
  Voc Ed amendments of 1963 and 1968
  EOA of 1964 and later amendments
  The Health and Allied Professions Acts
  Nixon economics

b. Earlier Developments and Concerns
  Emergence of the eight hour day
  Mass production industry development
  Smith Hughes Act of 1917
  World War I manpower policy
  Anti-Depression measures
  World War II manpower policy
  Employment Act of 1946

Session 2 Definitions of and Institutions in Manpower and Manpower Development

a. Broad (Macro) Manpower Definitions
   - Adequate supply of competent labor
   - Interests and needs of people
   - Interests and needs of employers
   - Competent education/training systems
     - secondary, collegiate, vocational, industrial

b. Narrow (Micro) Manpower Definitions
   - Interest of a firm, city or industry
   - Accurate assessment of needs, e.g. paper industry
   - Engineering of plant
   - Training investment

c. Institutional Barrier
   - Patterns and history of discrimination
   - Adequacies and inadequacies of education system
   - Traditions of poverty and motivation
   - Efficacy of street hiring and piracy

d. The Establishment
   - Federal government
     - DOL, OEO, HEW, HUD, Agriculture, Interior, Commerce, USCSC, EPA, DOD
   - State
     - DOL, DOSS, ES, OMD, CSC, OE
   - Local
     - Board of Education, ES, CSC, MCDA, higher education, DOSS, YSA, HSA, H and HC, public and private employers

Session 3 Participants in Manpower Programs

a. The OEO Guidelines and Other Federal Regulations

b. Demographic and Other Information About Participants in Manpower Programs

c. The Employed and Unemployed--Nationally and Locally
   - The counted
   - The uncounted

Session 4 The Labor Market and Factors Influencing It

a. The Structure of Employment
   - Diminishing importance of blue collar jobs
   - Rise of services
   - Trade, finance, government, et al.

b. Effects of Fluctuation in the Birth Rate

c. Foreign and Domestic Policy: Economic and Political

d. Education

e. Technology

Session 5 The Labor Movement and Manpower

a. The Growth of the Labor Movement

b. Craft, Industrial and White Collar Unionism

c. Collective Bargaining, Labor Costs, and Productivity

d. Unions, Education, and Manpower Programs

Sessions 6, 7 Manpower Programs in the United States Today

a. The Major Programs of DOL and OEO
MDTA
OEO: Title IV
Social Security Act: Title IV

b. Objectives of the Major Programs

c. Accomplishments to Date

Session 8 The Major Manpower Programs of HEW and HUD and Local Education Systems

a. HEW Health and Education Programs

b. HUD Programs

c. Objectives of the Major Programs

d. Accomplishments to Date

Session 9 Public Employment Programs

a. The '30's

b. ARA and EDA

c. EEA
Objectives
Accomplishments
Deficiencies

Session 10 Manpower Program Ingredients and Problems

a. Pertinence of Training

b. Degree of Permeation into Community

c. Educational Level

d. Job Development and Inherent Difficulties

e. Placement

f. Follow-up

Session 11 Analysis of Manpower Legislative Proposals

a. "Revenue Sharing" Approach

b. Decentralization and Some Decategorization/Categorization

c. The ES Approach

d. Job Creation

e. Local Planning

f. Problems
Southern and northern cities
Capacity
Turf

Session 12 Delivery Systems and Planning Problems, Including Evaluation

a. What Makes a "Good" Employee

b. What Manpower Programs Can Do

c. Vocational Guidance and Counseling

d. The System

e. Evaluation of the System and its Components

f. The Grand Plan

Session 13 Review

Session 14 Final Examination

UNIVERSITY OF KANSAS
SCHOOL OF SOCIAL WELFARE

David Hardcastle
Social Welfare 221

Social Problem, Policy and Program Analysis II: Work and Manpower Policies and Programs

Sessions 1, 2, 3, 4

The history, sociology, micro-economics, and psychology of work. Examination of the social function and impact of work and the absence of work on the individual.

Session 5

The labor force and the job market. Macro-economics, wage determination, demography or distribution of work and unemployment, characteristics of the unemployed.

Session 6

Logistics of work. How people find and prepare for work, the distribution of jobs.

Session 7

Poverty, discrimination, and work.

Sessions 8, 9, 10, 11, 12, 13

Employment and manpower policies and programs for the poor and nonpoor. Manpower training, job development and work experience programs, policy histories, functions, and repercussions.

Session 14

Alternatives to employment, projections of future issues.

The seminar is proposed as one of the three social policy alternatives for students interested in the areas of work, poverty, income maintenance, new careerism, the credentialing and meritocracy and pseudo-meritocracy of work, and manpower training. The emphasis on work and manpower training is justified as a major problem-policy-program course on the rationale that:

1. Work is the preferred source of income by the poor as well as society in general. The benefits of society are distributed generally on a work criteria--especially for those who do not control capital or land--whether this criteria is antiquated or not.

2. An understanding of the role, function, impact of work and the impact of the absence of work on both a micro and macro level is necessary if one is to understand the remainder of our income maintenance policies and programs, e.g. as public charities and social insurances.

3. Pragmatically, many social workers are employed in the "work and manpower" arena, and it offers a potential area for greater employment on both the BSW and MSW levels, i.e. employment services, WIN, OFF-FAP, Jobs, MDTA, CEP, Skills Centers, etc. on both an operative and management level. Manpower has been one of the faster growing areas in social welfare in the past decade. Currently, to my knowledge, there is no specialized "manpower" profession nor do many colleges or universities offer specializations in this area.

UNIVERSITY OF KANSAS
SCHOOL OF SOCIAL WELFARE

David Hardcastle
Social Welfare 322
Spring, 1972

Advanced Policy and Program Analysis III

Objectives

A basic understanding and knowledge of the economic aspects of poverty.
- Distribution, relative deprivation, and impact of poverty
- Psycho-social conceptions of poverty
- Economic variables
- Labor market and wage determination theories

A knowledge and understanding of income maintenance systems including market and nonmarket systems and their linkages and interdependence.

A knowledge of the range of income maintenance programs, their principles, assumptions, strengths, limitations, and trade-offs. The programs include:
- Welfare transfers and social insurances
- Manpower training
- Economic developments, market expansion, and increasing aggregate demand approaches
- "Equal Opportunity" programs

Basic policy-program development, management, and evaluation techniques such as:
- Systems principles
  - data collection and utilization (management information systems)
- Evaluative and planning techniques
  - cost/benefit and cost/effectiveness techniques
- Other evaluative techniques including goal and priorities setting, PERT, PPBS, and CPM

Value issues in income maintenance.

The role of social work and social workers in this social welfare area.

Bibliography

Annotation:
M = Manpower
D = Economic Development
G = General
E = Evaluation

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G, E

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The Application of Operations Research to Community Planning, Cleveland: Case Western Reserve University Department of Operations Research, reprint No. 23, series 68-70. Also available in Journal of Jewish Communal Services, Vol. 46 No. 1, Fall 1969. D

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W. Haddah and G. Pugh, eds. Black Economic Development, Englewood Cliffs: Prentice-Hall, 1969. D

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S. Levitan. Programs in Aid of the Poor for the 1970's, Baltimore: Johns Hopkins University Press, 1969. M, D, G

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K. Polanyi. The Great Transformation, New York: Farrer and Rinehart, 1944. G

A. Rivlin. Systematic Thinking for Social Action, Washington, D.C.: The Brookings Institute, 1971. G, E

S. Ruttenberg. *Manpower Challenge of the 1970's: Institutions and Social Change*, Baltimore: Johns Hopkins University Press, 1970. M

E. Schwartz, ed. *Planning, Programming, Budgeting Systems and Social Welfare*, Chicago: University of Chicago School of Social Service Administration, 1970. E

L. Thurow. *Poverty and Discrimination*, Washington, D.C.: The Brookings Institute, 1969. G, E, M

T. Tripodi, *et al*. *Social Program Evaluation*, Itasca, Ill.: Peacock, 1971. E

United States Department of Labor. *Manpower Report of the President*, Washington, D.C.: U.S. Government Printing Office, April 1971. M

UNIVERSITY OF MICHIGAN
DEPARTMENT OF ECONOMICS

Arthur M. Ross
Economics 721

Manpower Seminar

Topic 1 The labor force--past, present, future.

J. Durand. *The Labor Force in the United States, 1890-1960*, *Social Science Research Council*, 1948.

G. Bancroft. *The American Labor Force: Its Growth and Changing Composition*, 1958.

S. Lebergott. *Manpower and Economic Development*, McGraw-Hill, 1964, pp. 3-220.

A. Miller. "Components of Labor Force Growth," *Journal of Economic History*, March 1962.

S. Wolfbein. *Employment and Unemployment in the United States*, 1964.

S. Cooper and D. Johnston. "The Outlook for the Labor Force at Mid-Decade," *Proceedings*, American Statistical Association, 1964.

R. Hollister. "Economics of Manpower Forecasting," *International Labor Review*, April 1964.

J. Vaisey. "Labor Market and the Manpower Forecaster," *International Labor Review*, April 1964.

S. Cooper and D. Johnston. *Labor Force Projections for 1970-1980*, Special Labor Force Report, No. 49, U.S. Bureau of Labor Statistics, 1965.

S. Dernberg and D. Dernberg. "A Parametric Approach to Labor Force Projection," *Industrial Relations*, October 1966.

Topic 2 Labor force participation, the secondary labor force, and "disguised unemployment."

C. Long. *The Labor Force Under Changing Income and Employment*, National Bureau of Economic Research, 1958.

H. Vatter. "On the Folklore of the Backward Sloping Supply Curve," *Industrial and Labor Relations Review*, July 1961.

T. Mahoney. "Factors Determining the Labor Force Participation of Married Women," *Industrial and Labor Relations Review*, July 1961.

J. Mincer. "Labor Force Participation of Married Women," in *Aspects of Labor Economics*, Princeton: Universities-National Bureau Committee for Economic Research, 1962.

A. Kreuger. "Implications of a Backward Bending Labor Supply Curve," *Review of Economic Studies*, May 1962.

W. Hansen. "The Cyclical Sensitivity of the Labor Supply," *American Economic Review*, June 1962.

Bowen and Finnegan. "Labor Force Participation and Unemployment," in *Employment and Labor Market Policy*, Ross, ed., 1964.

A. Tella. "Relation of Labor Force to Employment," *Industrial and Labor Relations Review*, April 1964.

A. Tella. "Labor Force Sensitivity to Employment by Age and Sex," *Industrial Relations*, February 1965.

J. Mincer. "Labor Force Participation and Unemployment," in *Prosperity and Unemployment*, Gordon and Gordon, eds., 1966.

G. Cain. *Married Women in the Labor Force*, 1966.

Dernberg and Strand. "Hidden Unemployment, 1953-1962," *American Economic Review*, March 1966.

Bowen and Finnegan. "Educational Attainment and Labor Force Participation," *American Economic Review*, March 1966.

G. Cain. "Unemployment and the Labor Force Participation of Secondary Workers," *Industrial and Labor Relations Review*, January 1967.

J. Mooney. "Urban Poverty and Labor Force Participation," *American Economic Review*, March 1967.

Topic 3 The problem of negro job opportunity.

a. Historical survey

C. Anderson and M. Bowman. "The Vanishing Servant and the Contemporary Status System of the American South," *American Journal of Sociology*, November 1953.

T. Augustine. "The Negroes' Progress Toward Employment Equality," *Personnel and Guidance*, May 1958.

S. Cole. Minorities and the American Promise: The Conflict of Principle and Practice, Harper & Brothers, 1954.

J. Davis. The American Negro Reference Book, Phelps-Stokes Fund, 1966.

B. Drake. "Recent Trends on the Negro in the United States," International Social Science Bulletin, No. 4, 1957.

G. Edwards. The Negro Professional Class, Free Press of Glencoe, 1959.

F. Frazier. The Negro in the United States, MacMillan, 1949.

F. Frazier. The Negro Family in the United States, University of Chicago Press, 1939.

E. Ginzberg. The Negro Potential, Columbia University Press, 1956.

N. Glenn. "Changes in the American Occupational Structure and Occupational Gains of Negroes During the '40's," Social Forces, December 1962.

N. Glenn. "Some Changes in the Relative Status of American Nonwhites," Phylon, Summer 1963.

O. Handlin. The Newcomers, Harvard University Press, 1959.

O. Handlin. Race and Nationality in American Life, Little, Brown & Co., 1957.

N. Hare. "Recent Trends in the Occupational Mobility of Negroes, 1939-1960: An Intracohort Analysis," Social Forces, December 1965.

H. Miller. Income of the American People, John Wiley & Sons, 1955.

G. Myrdal. An American Dilemma, Harper & Brothers, 1944.

A. Rose. The Negro in Postwar America, Anti-Defamation League of B'nai B'rith, 1951.

A. Rose. The Negro in America, Harper & Brothers, 1948.

S. Spero and A. Harris. The Black Worker, Columbia University Press, 1931.

C. Wesley. Negro Labor in the United States, 1850-1925, Vanguard, 1927.

C. Woodward. The Strange Career of Jim Crow, Oxford University Press, 1957.

b. The economic studies of the Negro in the 1960's

A. Batchelder. "Decline in the Relative Income of Negro Men," *Quarterly Journal of Economics*, November 1964.

C. Beale and J. Cowhig. "Levels of Living Among Whites and Nonwhites," *Indicators*, U.S. Department of Health, Education and Welfare, October 1965.

W. Brink. *The Negro Revolution in America*, Simon & Schuster, 1964.

L. Broom and N. Glenn. *Transformation of the Negro American*, Harper & Row, 1965.

K. Clark. *Dark Ghetto*, Harper & Row, 1965.

R. Fein. *Educational Patterns in Southern Migration*, Brookings Institution, 1965.

A. Garber and J. Ballweg. "Intra-Plant Mobility of Negro and White Workers," *American Journal of Sociology*, November 1965.

E. Ginzberg and A. Eichner. *The Troublesome Presence: American Democracy and the Negro*, Free Press of Glencoe, 1964.

N. Glazer and D. Moynihan. *Beyond the Melting Pot*, MIT Press, 1963.

O. Handlin. *Fire Bell in the Night*, Little, Brown & Co., 1965.

D. Hiestand. *Economic Growth and Employment Opportunities for Minorities*, Columbia University Press, 1964.

H. Miller. "Progress and Prospects for the Negro Worker," *Challenge*, 1965.

G. Myrdal. *Challenge to Affluence*, Random House, 1963.

National Urban League. *Economic and Social Status of the Negro in the U.S.*, 1962.

M. Orshansky. "The Aged Negro and His Income," *Social Security Bulletin*, February 1964.

J. Perry. "The Job Outlook for Negro Youth," *Journal of Negro Education*, Spring 1964.

C. Silberman. "The City and the Negro," *Fortune*, March 1962.

C. Silberman. Crisis in Black and White, Random House, 1964.

United States Department of Labor. The Negroes in the United States: Their Social and Economic Situation, Bureau of Labor Statistics Bulletin, No. 1511, 1966.

c. The civil rights movement and equal employment laws

W. Burns. The Voices of Negro Protest in America, Oxford University Press, 1963.

W. Chalmers. "FEP and the Civil Rights Campaign," Illinois Business Review, April 1965.

"Civil Rights and the South: A Symposium," North Carolina Law Review, December 1963.

"The Civil Rights Act of 1964: Source and Scope of Congressional Power," Northwestern University Law Review, September/October 1965.

C. Grigg and K. Lewis. Racial Crisis in America: Leadership in Conflict, Prentice-Hall, 1964.

J. Highbee. Development and Administration of the New York State Law Against Discrimination, University of Alabama Press, 1967.

L. Lomax. The Negro Revolt, New American Library, 1964.

"New Currents in the Civil Rights Movement," New Politics, New Politics Publishing Co., 1963.

A. Pride. "Integration and the American Negro," The American Review, Spring 1961.

B. Rustin. "From Protest to Politics, The Failure of the Civil Rights Movement, Commentary, February 1965.

H. Sheppard. "Civil Rights, Employment, and the Social Status of American Negroes," W.E. Upjohn Institute, June 1966.

W. Speck. "Enforcement of Nondiscrimination Requirements for Government Contract Work," Columbia Law Review, February 1963.

D. Thompson. The Negro Leadership Class, Prentice-Hall, 1963.

United States Civil Service Commission. *Minority Group Study of the Federal Employment Situation at the End of June 1965*.

United States Commission on Civil Rights. *Civil Rights 1963*.

D. Wachtel. *The Negro and Discrimination in Employment*, University of Michigan Institute of Labor and Industrial Relations, 1966.

D. Wolfe. "Curriculum Adaptations for the Culturally Deprived," *Journal of Negro Education*, Spring 1962.

d. Policies of employers and trade unions

D. Bell. "Reflections on the Negro and Labor," *The New Leader*, January 21, 1963.

W. Brazzril. "Occupational Choice in the Negro College," *Personnel and Guidance*, 1961.

H. Cayton and G. Mitchell. *Black Workers and the New Unions*, University of North Carolina Press, 1939.

W. Chalmers and W. Nathaniel. *Research on Negro Job Success*, University of Illinois, January 1963.

H. Fieldman. *Racial Factors in American Industry*, Harper & Brothers, 1931.

E. Ginzberg. *The Negro Challenge to the Business Community*, McGraw-Hill, 1964.

S. Greer. *Last Man In: Racial Access to Union Power*, Free Press of Glencoe, 1959.

S. Greer. "The Place of the Negro in the American Labor Movement," *The American Review*, Winter 1961.

J. Hope. "Equality of Employment Opportunity: A Process Analysis of Union Initiative," *Phylon*, 1957.

"Improving Industrial Race Relations," *Personnel Administration*, March/April 1963.

I. Katz and M. Cohen. "The Effects of Training Negroes Upon Cooperative Problem Solving in Biracial Teams," *Journal of Abnormal Social Psychology*, 1962.

R. Kiehl. "Opportunities for Negroes in Engineering," *Personnel and Guidance*, November 1958.

F. Marshall. The Negro and Organized Labor, John Wiley & Sons, 1965.

J. Morrow. "American Negroes: A Wasted Resource," Harvard Business Review, January/February 1957.

P. Norgren. Employing the Negro in American Industry, A Study of Management Practices, Industrial Relations Counselors, 1959.

H. Northrup. Organized Labor and the Negro, Harper & Brothers, 1944.

"Racial Work and Negro Waste in Southern Employment," New South, Southern Regional Council, 1962.

A. Shuey. Testing of Negro Intelligence, J.P. Bell Co., 1958.

C. Silberman. "The Businessman and the Negro," Fortune, September 1963.

B. Turner. Occupational Choices of Negro High School Seniors in Texas, Texas Southern University, 1957.

II. HUMAN RESOURCE DEVELOPMENT

A new recognition of the human resource factor and its current importance is one that has increasingly come to occupy the minds of economists, business school academicians and the like during the last decade. As Eli Ginzberg has stated in the foreword to his book on this subject, "American society and its welfare as well as the rate of its economic progress depends more upon the availability of a population that is educated and broadly trained than upon any other factor." Thus, it is not surprising to note that the term "human resources" is increasingly to be found in manpower related course titles emanating from departments other than social work.

We find, for example, that Ginzberg teaches such a course in a two consecutive semester offering at the Columbia University School of Business. Furthermore, the term "human resources" enters course title headings at the University of Texas, Virginia State College, and Northwestern University, to name three of the non-social work departments to which replies and course outlines were received in response to our questionnaire. In culling these offerings, they seem to represent a new effort to consider the origins and development of economics as a discipline from the specific vantage point of assessing the place of human resources in its evolution. Within this context, developments in the field of psychology, certain characteristics of advanced technological societies, and the evolution of democratic thought and action are then considered.

The concept of human resource development is not, however, entirely alien to schools of social work. For example, this particular focus is utilized in electives taught by Louis Ferman at the University of Michigan. We note that the two courses listed at Michigan both focus far more closely upon the special problems of the disadvantaged and the hard-to-employ than do their counterparts in other non-social work departments.

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[1] Ginzberg, Eli. The Development of Human Resources, New York: McGraw-Hill, 1966, p. 6.

We think that a full review of course materials contained in this section offer much rich potential for selective incorporation not only with so-called "manpower electives" within schools of social work, but also within basic human growth and behavior and social policy sequences.

COLUMBIA UNIVERSITY
GRADUATE SCHOOL OF BUSINESS

E. Ginzberg
Corporate and Labor
Relations B8415
Fall, 1972

Human Resources and Economic Welfare

Required Texts

Commission on Population Growth. Population and the American Future, New York: Signet.

E. Ginzberg. The Development of Human Resources, New York: McGraw-Hill.

E. Ginzberg. Educated American Women, New York: Columbia University Press.

Course Outline

Class 1 The nature of human resources.

Human Resources, Foreword, Ch. 1, 2, and 3.

Class 2 Population: growth and distribution.

Population, Ch. 1, 2, 3, and 4.

Class 3 Population: resources and institutions.

Population, Ch. 5, 6, 7, and 9.

Class 4 Population: policy.

Population, Ch. 8, 10, 11, 12, 13, and 14.

Class 5 Population: variability.

Human Resources, Ch. 7, 8, and 9.

Class 6 Development of human resources.

Human Resources, Ch. 4, 5, and 17.

Class 7 Values and performance.

Human Resources, Ch. 6, 10 and 15.

Class 8 Manpower waste.

Human Resources, Ch. 11, 12, 13, and 14.

Class 9 Women and work.

Human Resources, Ch. 18.
American Women, Ch. 1, 2, 3, 4, and 5 (*Life Styles*).

Class 10 Women: careers and life styles.

American Women, Ch. 6, 7, 8, 9, 10, and 11 (*Life Styles*).

Class 11 Types of working women.

American Women, entire book (*Self-Portraits*).

Class 12 Towards a human resources policy.

Human Resources, Ch. 19 and Afterword.
American Women, Ch. 12 (*Life Styles*).

COLUMBIA UNIVERSITY
GRADUATE SCHOOL OF BUSINESS

E. Ginzberg
Corporate and Labor
Relations B8416
Spring, 1973

Human Resources and Economic Welfare

Required Texts

E. Ginzberg. Manpower Agenda for America, New York: McGraw-Hill.

I. Berg. Education and Jobs: The Great Training Robbery, New York: Beacon.

Twentieth Century Fund. The Job Crisis for Black Youth, New York: Praeger.

J. Kreps. Sex in the Marketplace: American Women at Work, Baltimore: Johns Hopkins University Press.

Manpower Report of the President, 1972, Washington, D.C.: U.S. Government Printing Office.

Course Outline

Class 1 Introduction

Class 2 Perspectives

Ginzberg, pp. 1-69.

Class 3 Education

Berg, pp. 1-60 and 85-120.

Class 4 Educational Policy

Berg, pp. 121 to end of book.

Class 5 Pathology

Ginzberg, pp. 73-157.

Class 6 Black Youth

Twentieth Century Fund, pp. 21-96.

Class 7 Policies for Minorities

Twentieth Century Fund, pp. 97-133 and 3-17.

Class 8 Womanpower

Kreps, pp. 1-60.

Class 9 Perspectives on Women's Work

Kreps, pp. 63-101.

Class 10 Manpower Policy

Ginzberg, pp. 176-188 and 213-236.

Class 11 Manpower Policy

Manpower Report, Ch. 5.

Class 12 Manpower Policy

Manpower Report, Ch. 1.

UNIVERSITY OF TEXAS
DEPARTMENT OF ECONOMICS

Ray Marshall
Economics 390

Human Resource Development

Human resource development is a relatively new area of concentration concerned primarily with studies of how people improve or maintain their income. There are several main branches of human resource development: job creation through economic policy, manpower, education, poverty, and health, welfare, and income maintenance.

The main objective in this course is to familiarize the participants with some of the main theoretical considerations and research techniques used to study and evaluate human resource development topics. The general approach will be for all participants to read the required readings and to prepare a seminar paper on a topic of their own choosing but related to the main themes in this course.

There is no required text for the course, but many of the readings will come from Marshall and Perlman, An Anthology of Labor Economics, copies of which are on reserve. However most of the readings also are available in original sources. In the following citations, the pages from Marshall and Perlman are in brackets where the readings are reproduced there.

Course Outline and Readings

1. Introduction. The meaning of human resource development.

2. Human resources and economic development.

   Required: Marshall. "Some Rural Economic Development Problems in the South," American Economic Review, May 1972.

   McDonald. "Economic Factors in Farm Outmigration: A Survey and Evaluation of the Literature," mimeographed.

   Hansen. "Growth Centers, Human Resources, and Rural Development," mimeographed.

   Optional: Hansen. Rural Poverty and Urban Crisis, University of Indiana, 1970.

   Levitan, Mangum and Marshall. Human Resources and Labor Markets, Harper & Row, 1972, chapter 27.

3. Manpower economics.

   Required: "Manpower Programs," (Marshall and Perlman, chapter 16).

Cain and Hollister. "The Methodology of Evaluating Social Action Programs," in Public-Private Manpower Policy, Weber, ed., IRRA, 1969, (Marshall and Perlman, pp. 689-704).

Levitan. "Facts, Fancies, and Freeloaders in Evaluating Antipoverty Programs," Poverty and Human Resources, Vol. 6, November/December 1969, (Marshall and Perlman, pp. 705-708).

Mangum. "Evaluating Federal Manpower Programs," Proceedings, IRRA, 1967, (Marshall and Perlman, pp. 709-716.

United States Department of Labor Manpower Administration. "What Stand-By Measures Should Be Developed to Counteract A Potential Cyclical Downturn in Employment?", 26th meeting of the National Manpower Advisory Committee, June 19, 1970, (Marshall and Perlman, pp. 725-738).

Optional: Manpower Report of the President, 1972.

Levitan, Mangum and Marshall. Human Resources and Labor Markets, Harper & Row, 1972, especially chapters 6, 7, 9, 12, 16, 20, 21, and 26.

Kershaw. "Manpower Planning," in Theories of Poverty and Underemployment, Gordon, D.C. Heath, 1972.

Mangum. The Emergence of Manpower Policy, 1969.

Somers and Wood, eds. Cost-Benefit Analysis of Manpower Policies, 1969.

4. Economics of Education.

Required: "Returns on Investment in Education," (Marshall and Perlman, chapter 17).

Chamberlain. "Some Second Thoughts on the Concept of Human Capital," Proceedings, IRRA, 1967, (Marshall and Perlman, pp. 743-752).

Bowen. "Economic Aspects of Education," Economic Aspects of Education, Princeton University Industrial Relations Section, 1964, (Marshall and Perlman, pp. 753-758).

Bowman. "The Costing of Human Resource Development," International Economic Conference on the Economics of Education, MacMillan, 1966, (Marshall and Perlman, pp. 759-766).

Schultz. "Capital Formation by Education," Journal of Political Economy, Vol. 68, December 1960, (Marshall and Perlman, pp. 767-776).

Becker. "Human Capital," in Human Capital, National Bureau of Economic Research, 1964, (Marshall and Perlman, pp. 777-784).

Hansen. "Total and Private Rates of Return to Investment in Schooling," Journal of Political Economy, Vol. 71, April 1963, (Marshall and Perlman, pp. 785-796).

Weisbrod. "Education and Investment in Human Capital," Journal of Political Economy, Vol. 70, Supplement, October 1962, (Marshall and Perlman, pp. 797-804).

Optional: Berg. Education and Jobs: The Great Training Robbery, Praeger, 1970.

Folger, et al. Human Resources and Higher Education, 1970.

Blaug. Economics of Education, 1969.

Schultz. "Investment in Human Capital," American Economic Review, March 1961.

Levitan, Mangum and Marshall. Human Resources and Labor Markets, chapters 7, 9, and 10.

5. Economics of poverty.

Required: "The Economics of Poverty," (Marshall and Perlman, chapter 18).

Orshansky. "The Shape of Poverty in 1966," Social Security Bulletin, Vol. 31, March 1968, (Marshall and Perlman, pp. 809-820).

Thurow. "The Causes of Poverty," Quarterly Journal of Economics, Vol. 81, February 1967, (Marshall and Perlman, pp. 821-830).

Lampman. "Approaches to the Reduction of Poverty," American Economic Review, Vol. 55, May 1965, (Marshall and Perlman, pp. 831-836).

Friedman. "Capitalism and Freedom," Capitalism and Freedom, University of Chicago Press, 1962, (Marshall and Perlman, pp. 837-844).

Green. "Negative Taxes and Monetary Incentives to Work:

The Static Theory," Journal of Human Resources, Vol. 3 No. 3, 1968, (Marshall and Perlman, pp. 845-850).

Optional: Gordon. Theories of Poverty and Underemployment, D.C. Heath, 1972.

Batchelder. Economics of Poverty, 1966.

6. Economics of discrimination.

Required: Marshall and Christian. "Economics of Discrimination," mimeographed.

"Negro Employment and Income," (Marshall and Perlman, chapter 19).

Becker. "Changes in Discrimination Over Time," The Economics of Discrimination, University of Chicago Press, 1957, (Marshall and Perlman, pp. 855-860).

Rayack. "Discrimination and the Occupational Progress of Negroes," Review of Economics and Statistics, May 1961, (Marshall and Perlman, pp. 861-870).

Becker. "Discrimination and the Occupational Progress of Negroes: A Comment," Review of Economics and Statistics, Vol. 44, May 1962, (Marshall and Perlman, pp. 871-874).

Hodge. "The Negro Job Situation: Has It Improved?", Monthly Labor Review, Vol. 92 No. 1, January 1969, (Marshall and Perlman, pp. 875-888).

Gilman. "Economic Discrimination and Unemployment," American Economic Review, December 1965, (Marshall and Perlman, pp. 889-903).

Gwartney. "Discrimination and Income Differentials," American Economic Review, June 1970, (Marshall and Perlman, pp. 905-918).

Kain. "Housing Segregation, Negro Employment, and Metropolitan Decentralization," Quarterly Journal of Economics, Vol. 82 No. 2, May 1968, (Marshall and Perlman, pp. 919-937).

Optional: Becker. Economics of Discrimination, 1957.

Thurow. Poverty and Discrimination, 1969.

Marshall and Briggs. The Negro and Apprenticeship, Baltimore: Johns Hopkins University Press, 1967.

Marshall. "Summary, Conclusions, and Recommendations," from Negro Employment in the South Project, mimeographed.

This course will be conducted as a seminar, which means that those participating in the seminar will be expected to participate actively in the discussions. The first half of the course will be devoted mainly to the readings and organized discussions directed by the instructor. The last half of the course will be devoted to the seminar papers.

Suggested Seminar Paper Topics

1. Human resources and economic development.
    - a. Economic development of ghettos or rural areas, the role of black economic development
    - b. Role of public employment in national economic policy, history of public programs in U.S. and abroad, present policies
2. Manpower
    - a. Role of manpower in economic policy
    - b. Manpower and economic development
    - c. Rural manpower policy
    - d. Manpower planning and coordination
    - e. Role of states
    - f. Role of cities
    - g. Role of private sector
    - h. Manpower and welfare
    - i. Evaluation and projection techniques
3. Education
    - a. Vocational-technical education
    - b. Education and income
    - c. Education and economic development
    - d. Market for scientists, engineers, or other economic groups
    - e. Education and minority employment and income

4. Poverty.

    a. Causes and nature of poverty
    b. Poverty in particular groups
    c. Programs to combat poverty
    d. The working poor
    e. Cooperatives, community development corporations, and other antipoverty organizations

5. Discrimination.

    a. Theory of discrimination
    b. Black employment or income
    c. The problems of Mexican-Americans
    d. Discrimination against women
    e. Problems of the aged
    f. Indians
    g. Programs to combat discrimination

UNIVERSITY OF TEXAS
SCHOOL OF MANAGEMENT

I.B. Helburn
Management 376
Fall, 1972

Management of Manpower Resources

Course Objectives

To provide a survey of the policies and programs at both the public and private levels which attempt to efficiently use human resources in the production of goods and services.

To develop an appreciation of the planning and analysis needs by both governmental and private organizations in the development of programs to effectively employ human resources.

To survey the specific problems associated with the upgrading and employment of disadvantaged individuals.

General Description

This course begins with a macro-view of human resource problems. Material on employment and unemployment and government manpower policies is used to set the stage for concentration on manpower problems at the firm level. Emphasis here will be on the planning and analysis of programs, particularly where there are efforts to upgrade present employees or to employ individuals who may not have the skills or the familiarity with the working world that the employer would desire.

Much of the materials used will be handed out by the instructor. Each student is expected to retain the handout material (coded 'H' in the Course Outline) so the complete set may be returned at the end of the semester.

Required Texts

P. Doeringer, ed. Programs to Employ the Disadvantaged, Englewood Cliffs, N.J.: Prentice-Hall, 1969.

A. Weber, F. Cassell, and W. Ginsberg, eds. Public-Private Manpower Policies, Madison, Wis.: Industrial Relations Research Association, 1969.

E. Bakke. The Mission of Manpower Policy, Kalamazoo, Mich.: The W.E. Upjohn Institute for Employment Research, 1969.

Course Outline

Class 1	Administrative details and course preview. No assignment.

EMPLOYMENT AND UNEMPLOYMENT

Class 2	Jacoby, "The Myth of the Corporate Economy." (H) Sorrentino, "Comparing Employment Shifts in Ten Countries." (H)
Class 3	Johnston, "The Labor Market 'Twist,' 1904-1969." (H) Gellner, "Occupational Characteristics of Urban Workers." (H)
Class 4	Bregger, "Unemployment Statistics and What They Mean." (H) Flaim, "An Analysis of Unemployment by Household Relationship." (H)
Class 5	Chapin, "The Depth of Unemployment, 1948-1970." (H) *Report of the National Advisory Commission on Civil Disorders*, Ch. 7. (H)

FEDERAL MANPOWER POLICY

Class 6	Bakke, Ch. 5 (skim the material on Europe).
Class 7	Bakke, Ch. 1 and 2.
Class 8	Mangum, "Manpower Research and Manpower Policy." (H)
Class 9	Mangum, "Manpower Research and Manpower Policy." (H)
Class 10	Sullivan, "Public Service Employment: A Congressional Perspective." (H)
Class 11	Briggs, "The Emergency Employment Act of 1971: The Texas Experience." (H) Rawlins, "Manpower Programs for Disadvantaged Youths." (H)
Class 12	Weber, *et al*., "The Methodology of Evaluating Social Action Programs."
Class 13	Examination: all previous material

PUBLIC ASPECTS OF MANPOWER UTILIZATION

Class 14	Cassell, "The Public Employment Service." (H)
Class 15	Weber, *et al*., "The Welfare System as a Manpower Rehabilitation System."

Class 16	Weber, *et al.*, "The Role of Vocational Education in the Transition from School to Work."
Class 17	Materials on the role of higher education in manpower development.
Class 18	Oliver, "Employment Effects of Reduced Defense Spending." (H) Dempsey, "Occupational Impact of Defense Expenditures." (H) Doeringer, #8 (begin this).
Class 19	Doeringer, #8.

THE PUBLIC-PRIVATE INTERFACE

Class 20	Weber, *et al.*, "Private Involvement in Federal Manpower Programs."
Class 21	Doeringer, #3.
Class 22	Doeringer, #6.

PRIVATE MANPOWER PLANNING

Class 23	Weber, *et al.*, "Manpower Planning in Private Industry."
Class 24	Weber, *et al.*, "Manpower Policies and Job Market Information."
Class 25	Brecher, Ch. 1, 4 and 7. (H)
Class 26	Doeringer, #5.
Class 27	Weber, *et al.*, "Union Adaptation to Changes in the Labor Force."
Class 28	Examination: all material since first examination

SPECIAL HUMAN RESOURCES CONCERNS

Class 29	Weber, *et al.*, "Public Policies and Womanpower."
Class 30	Weber, *et al.*, "Public Policies and Womanpower."
Class 31	Weber, *et al.*, "On-the-Job Training of Disadvantaged Workers."
Class 32	Doeringer, #1.
Class 33	Doeringer, #2.

Class 34	Doeringer, #7.
Class 35	Case: Cherokee Indian Nation. (H)
Class 36	Weber, et al., "Problems of Migrant Workers."
Class 37	Weber, et al., "Motivation of the Affluent." Carliner, "The White Collar on the Ex-Blue Collar is a Cool Collar." (H) Kremen, "No Pride in This Dust." (H)
Class 38	Moore, materials on the four day work week. (H)
Class 39	Bakke, Ch. 7.
Class 40	Student reports.
Class 41	Examination: all material since previous examination

UNIVERSITY OF TEXAS
SCHOOL OF MANAGEMENT

Professor Moore
Management 376
Spring, 1973

Management of Human Resources

Course Objectives

This course is designed to review the field of human resource utilization at both the firm and aggregate level. Contemporary experience with manpower legislation and programs will be analyzed. An attempt to manualize firm level experience (via case studies) will be made by all students.

Required Texts

E. Ginzberg. Manpower Agenda for America, New York: McGraw-Hill, 1968.

C. Brecher. Upgrading Blue Collar and Service Workers, Baltimore: Johns Hopkins University Press, 1972.

P. Doeringer, ed. Programs to Employ the Disadvantaged, Englewood Cliffs, N.J.: Prentice-Hall, 1969.

J. Kreps. Sex in the Marketplace: American Women at Work, Baltimore: Johns Hopkins University Press, 1971.

C. Myers. The Role of the Private Sector in Manpower Development, Baltimore: Johns Hopkins University Press, 1971.

S. Ruttenberg. Manpower Challenge of the 1970's: Institutions and Social Change, Baltimore: Johns Hopkins University Press, 1970.

S. Levitan. Programs in Aid of the Poor for the 1970's, Baltimore: Johns Hopkins University Press, 1969.

Course Administration

There will be three hour examinations and no final. Each exam is worth one-third of the total number of points that can be earned (1000). Certain class dates (to be announced) require your attendance as there will be administrative details to discuss. Dropping the course after the second examination carries the grade earned at that point.

This course is organized around topics. Read each assigned topic before coming to class. Discussion groups will analyze cases from the Doeringer book. This will be reported in class.

Topic I National manpower policies and national goals. Competing goals of the public and private sectors of American life; implications with respect to the emergence of a manpower policy, the nature of work, employment, institutions, and priorities.

Reading: Ginzberg, pp. 1-69, 222-242.
Ruttenberg, pp. 1-45, 98-119.

Topic II The labor force: definitions, measures, projections of the basic aspects of the U.S. labor force with some comparative views from foreign labor forces.

Reading: "Manpower and Employment Statistics," BLS #1458.
"Measuring Employment and Unemployment," U.S. Government Printing Office, 1962.
J. Bregger. "Unemployment Statistics and What They Mean," *Monthly Labor Review*, 94: November 1971.

Topic III Tools of evaluation. Cost-benefit analysis, the return to investment, backward linkages, methodology, and values.

Reading: Cain and Hollister. "The Methodology of Evaluating Social Action Programs," in Weber, *et al.*, *Public-Private Manpower Policies*, Madison, Wis.: IRRA, 1969.

Topic IV Corporate and institutional forecasting. Manpower planning, the role of corporate management, labor, government, education, and the nature of long-range manpower planning.

Reading: Brecher, the entire book.
Myers, the entire book.
Ruttenberg, review pertinent material.

Topic V The disadvantaged. Public and private sector programs to utilize and stabilize the economically disadvantaged in the labor force.

Reading: Levitan, the entire book.
Doeringer, skim book; entire cases will be assigned to discussion groups.

Topic VI The female in the marketplace. An underprivileged class, underutilized. Projections of trends in the labor force.

Reading: Kreps, the entire book.
Ginzberg, pp. 202-212.

Topic VII The impact of worker incentive programs, in-house training, apprentice training, career and financial incentives for blue and white collar occupations.

Reading: to be assigned.

Topic VIII Course review. A summary of materials read and discussed with an aim toward developing a manpower policy.

Reading: Ginzberg, remaining portions of the book.

VIRGINIA STATE COLLEGE
DEPARTMENT OF ECONOMICS

Philip M. Scherer
Economics 258

Manpower Economics

Text: S. Levitan, G. Mangum, and R. Marshall. Human Resources and Labor Markets, New York: Harper & Row, 1972.

Plan: I. Introduction

1. The Scope and Setting of Human Resource Development
2. Employment, Unemployment and Not in Labor Force
    - Historical Development of Concept
    - Current Definitions: Theory and Applications

II. Labor Market Dynamics

1. General Changes
    - Work Life
    - Work Time
    - Mobility
2. Labor Force Participation
    - Components of Labor Force
    - Overall Shifts
    - Theories Concerning LFP
3. Components of Labor Force: A Closer Examination
    - Women and Men
    - Age Distribution
    - Racial Composition
    - Occupational and Industrial Classification
4. Forecasting Manpower Needs

III. Employment Preparation

1. Education: General Review
    - Education and Work
    - Education and Employability
    - Education Investment and Consumption
2. Counseling and Guidance
3. Vocational-Technical Education
    - Historical Role
    - Current Status
    - New Directions

4. Higher Education
   - Cost-Benefit Analysis of Higher Education
   - Outlook for College Graduates
   - Supply and Demand of Specific Skills

5. Apprenticeship and On the Job Training
   - Public Policy
   - Current Developments

(EXAM: 1 HOUR)

IV. Labor Market Institution

1. Structure of Labor Markets
   - Theory of Wages

2. Manpower Planning for the Firm
   - Extent of Planning
   - Private and Social Cost and Benefits
   - Techniques and Difficulties

3. Union Roles
   - Historical Perspective of Labor Market
   - Union Structure and Impact on Market Wage
   - Union and Manpower Programs

4. The Military
   - Manpower Trainer
   - A Source of Manpower

V. Remedial Manpower Programs

1. Manpower Programs' Emergence
   - Depression
   - Full-Employment Act
   - Stagnation Thesis
   - War on Poverty
   - Segmentation of Policy Focus

2. Skill Programs
   - MDTA
   - Job Corps
   - Adult Basic Education

3. Job Creation Programs
   - NYC
   - Operation Mainstream
   - New Careers
   - NABS Jobs
   - The Guaranteed Job

4. Public Employment Service
   - The Role and Goal of PES
   - PES of the 1970's

5. Delivery Programs
    - Overlapping Programs
    - Solutions for Redundancy: Federal and Local

6. Work and Welfare
    - Welfare Growth
    - Criticisms of Welfare
    - Alternative Support Programs

(EXAM: 1 HOUR)

VI. Minority Income and Employment

1. Three Minority Groups: Experiences
    - Blacks
    - Chicanos
    - Indians

2. Combating Discrimination in Employment
    - Legal Remedies
    - Quotas and Preferential Treatment

VII. Manpower and Economic Policy

1. Policies
    - Monetary and Fiscal Policies
    - Phillips Curve
    - Manpower Programs: A New Tool
    - Underlying Philosophical Basis
    - Wage and Price Controls

2. Industrialization and Human Resource Development
    - Human Capital and Growth

3. Comparative Manpower Policies
    - Western Industrial Democracies
    - USSR
    - Japan
    - Developing Nations

(FINAL EXAM)

NORTHWESTERN UNIVERSITY
GRADUATE SCHOOL OF MANAGEMENT

F.H. Cassell
Winter, 1970

Institutional Planning and Utilization of Human Resources

Topic 1 National manpower policies and national goals. Interaction of competing goals in the public aspects of American life with the private aspects, implications on employment, nature of work, and adaptability of the individual and his institutions.

Reading: E. Bakke. *The Mission of Manpower Policy*, Kalamazoo, Mich.: The W.E. Upjohn Institute for Employment Research, 1969, pp. 5-23.
F. Harbison and J. Money. *Critical Issues in Employment Policy*, Princeton, N.J.: Princeton University Press, 1966, pp. 39-54.
National Commission on Technology. *Technology and the American Economy*, chapter on "Automation and Economic Progress."

Topic 2 National manpower policies and national goals.

Reading: Bakke, pp. 24-66.
National Manpower Policy Task Force. *The Nation's Manpower Programs*, January 7, 1969.
J. Gordon. "Recommended Policies and Programs to Achieve Full Employment," a report.
S. Barkin. "Meeting the Demands of an Active Manpower Policy with the Assistance of the Academic Disciplines," *Ed. Economist*, 115: March 6, 1967, an address before Nederlunde Economische Hogeschool delivered May 17, 1967.

Topic 3 National manpower policies and national goals.

Reading: Bakke, pp. 67-111.
Harbison and Money, pp. 57-74.
Solow and Dunlop. "The Wage-Price Issue and the Guideposts."
G. Schultz. *Proposed Manpower Training Act of 1969*, August 12, 1969.

Topic 4 National manpower policies and national goals.

Reading: S. Wolfbein. *The Emerging Labor Force, A Strategy for the Seventies*, Chamber of Commerce of the U.S., pp. 1-44.

G. Vaughn and K. Collins. "Operation Hygrade: The Anatomy of a Shutdown," Employment Service Review, June 1967, pp. 16-19.

Topic 5 Measurement of labor shortages, employment, and unemployment. Long-term full employment, shortages in key occupations, nonbusiness competition for manpower, rise of new occupations, shifting demand for white and blue collar workers. Obsolescence of work force. Intracorporate mobility to meet shortages. Assumption of responsibility for employment of the disadvantaged or marginal worker.

Reading: Harbison and Money, pp. 13-38.
President's Committee to Appraise Employment and Unemployment Statistics. Measuring Employment and Unemployment, Washington, D.C.: U.S. Government Printing Office, September 1962, pp. 199-205 and 271-281.
"Slum Survey." Employment Service Review, May 1967, pp. 28-30.
D. Wolfe. "The Manpower Prophets," Employment Service Review, August/September 1967, pp. 16-25.
F. Cassell. The Public Employment Service: Organization in Change, 1968, Ann Arbor: Academic Publications, pp. 163-174.

Topic 6 Corporate and institutional manpower planning. Forecasting according to sophistication of corporate planning. Skills imbalances in the labor market by occupation and by geographical location. Inventory of manpower according to skill and knowledge and potential, the corporate skills bank, the assessment.

Reading: F. Cassell. Corporate Manpower Planning, University of Minnesota Industrial Relations Center, February 1968, 13 pp.
S. Eskilsson. "Adjustment Techniques in a Full Employment Society," Paris: OECD, 1966.
W. Zonneyeld. "Industrial Training as a Technique of Adjustment."

Topic 7 Human resource development. Management and leadership. Forced draft training of leadership among members of the black and Spanish-speaking communities. The crafts. Developing employability and job survival capability in the worker.

Reading: F. Harbison and C. Myers. Management in the Industrial World, New York: McGraw-Hill, 1959, pp. 21-67.

Topic 8 Management development. Clash of the behavioral science insights, the realities of the work place and the realities of corporate dynamics.

Reading: C. De Carlo. "Perspectives of Technology," in Technology and Social Change, E. Ginzberg, ed., New York: Columbia University Press, 1964, pp. 8-59.

D. Bell. "The Post Industrial Society," in Technology and Social Change, E. Ginzberg, ed., pp. 136-155.

Topic 9 Tests and the development of human resources.

Reading: R. Guion. "Employment Tests and Discriminatory Hiring," Employment Service Review, August 1966, pp. 71-76.

M. White. "Education and Psychology: A Second Romance," Perspectives on Education, Vol. 1 No. 2, 1968.

M. Kempton. "A Kemptonian View of 'Aptitude' Testing," Employment Service Review, May 1967.

Topic 10 Recruiting, employment and utilization. Linkage of recruiting decisions to other personnel and management decisions. Informational needs, barriers to mobility, work rules, organization structure, centralized versus decentralized operations, the conglomerates. Cost effectiveness. Recruiting out-of-area, recruiting close to home, training, retention, performance.

Reading: I. Berg. "The Role of Employers in Hiring and Training Employees: Some Illustrative Evidence," unedited draft.

A. Saltzman. "Manpower Planning in Private Industry," in Public-Private Manpower Policies, Weber, Cassell, and Ginsberg, eds., pp. 79-100.

Topic 11 Forecasting and planning.

Reading: J. Ullman. "Manpower Policies and Job Market Information," in Public-Private Manpower Policies, Weber, Cassell, and Ginsberg, eds., pp. 35-39.

F. Cassell. Proposed Revision of Manpower Activities of Steelex Company, January 1969.

N. Medvin. "Occupational Job Requirements: A Short-Cut Approach to Long-Range Forecasting," Employment Service Review, January/February 1967, pp. 61-74.

Topic 12 Manpower budgeting systems and cost-effectiveness analysis. Institutional budgeting and manpower budgeting. Program planning budgeting. Cost-effectiveness techniques.

Reading: Cain and Hollister. "Methodology of Evaluation," in Public-Private Manpower Policies, Weber, Cassell, and Ginsberg, eds., pp. 5-33.
F. Cassell. "Manpower Systems Analysis," May 15, 1969.
R. Judy. "Costs: Theoretical and Methodological Issues," May 14, 1969.
E. Hordin. Benefit Cost Analysis of Occupational Training Programs, A Comparison of Recent Studies, thesis, Michigan State University, undated.

Topic 13 Manpower budgeting systems and cost-effectiveness analysis.

Reading: United States Senate Committee on Labor and Public Welfare. Examination of the War on Poverty.
E. Sainer. "The Program Budget Management System," Employment Service Review, October 1966, pp. 3, 4, 46.

Topic 14 Special manpower issues. Employment, education, housing, transportation, poverty, near poverty, employment, underemployment, unemployment. Analysis of the disadvantaged worker, the discouraged worker, the out-of-the market person; values, contrasts with the values of business, and with the society. The employment jump from street corner society to the integrated and disciplined work habits. Black-white relations and success or failure in the job.

Reading: M. Piore. "Public and Private Responsibilities in On-the-Job Training of Disadvantaged Workers," in Public-Private Manpower Policies, Weber, Cassell, and Ginsberg, eds. Also "On-the-Job Training in the Dual Labor Market," pp. 101-132.
E. Liebow. Tally's Corner, New York: Little, Brown & Co., 1967, pp. 1-102.
R. Finch. "Tilling the Black Wasteland," Saturday Review of Literature, August 23, 1969.

Topic 15 Employability programs. Job opportunities through black owned or managed businesses. Enlarging opportunity through training, behavioral change, on-the-job institutional, public, and private employment. Facilitating mobility: rural to urban, occupational, the community job escalator, linking secondary employment to primary employment.

Reading: Liebow, pp. 103-208.
F. Cassell and H. Rosen. Bridging the Employment Gap, Strategies for Success, Norfolk State College Manpower Research Institute, March 22, 1966, 33 pp.
A. Nemore. "Transferability of Programs," in Examination of the War on Poverty, Committee on Labor and Public Welfare, Washington, D.C.: U.S. Government Printing Office, pp. 197-232.

Topic 16 Employability programs. "Jobs Now," "Opportunities Industrialization Centers," "National Alliance of Business," Manpower Development and Training Act. Vocational rehabilitation. Work experience and training program.

Reading: Nemore and Mangum. "Private Involvement in Federal Manpower Programs," in Public-Private Manpower Policies, Weber, Cassell, and Ginsberg, eds., pp. 61-78.
Harbison and Money, pp. 77-94.
Chicago Urban League Business Advisory Council. Job Success for the Negro Worker--and His Employer, April 12, 1968.

Topic 17 Employability programs.

Reading: S. Levitan and G. Mangum. Federal Training and Work Programs in the Sixties, Ann Arbor: University of Michigan Institute of Labor, 1969, pp. 10-87.

Topic 18 Improving operation of the labor market. Bridging the gap from school to work. Altering the behavior of the gatekeepers: teachers, counselors, employment people. Information systems. The union as a facilitator or inhibitor of work force utilization: work rules, etc. The union and enlargement of job opportunity for the disadvantaged. Apprenticeship, apprentice information centers, testing to permit entrance, training.

Reading: Kaufman. "The Role of Vocational Education in the Transition from School to Work," in Public-Private Manpower Policies, Weber, Cassell, and Ginsberg, eds., pp. 191-209.

Topic 19 Improving operation of the labor market.

Reading: United States Department of Labor Manpower Administration. The Employment Service as a Comprehensive Agency, June 25, 1969, 19 pp.

F. Cassell. The Public Employment Service: Organization in Change, Ann Arbor: University of Michigan Institute of Labor, 1968, pp. 115-120.

E. Ginzberg. "Employment Service, Chosen Instrument of the Manpower Revolution," Employment Service Review, March/April 1967, pp. 7-9.

UNIVERSITY OF MICHIGAN
SCHOOL OF SOCIAL WORK

Louis Ferman
Social Work 610
Spring, 1969

Human Resources

Description

The course will present theoretical and empirical materials, designed to acquaint the student with the range of manpower problems among different poverty groups that prevent their integration into and participation in the labor market. Primary emphasis will be placed on the programs and agency operations aimed at the amelioration of these problems. Human resource and manpower programs are governmental and nongovernmental devices through which society provides services such as training, counseling, job finding, job creation, and job placement to hard-to-employ job seekers to facilitate their entrance into the labor market.

Developing job opportunities for the hard-to-employ may occur within public or private agencies, some quite traditional in approach and others quite innovative. An understanding of these agency functions requires an analysis of: (1) the client populations that are served, (2) the technology and organization of the agency, (3) the articulation of such agencies to institutions in the world of work, (4) intervention strategies being utilized, and (5) decisions regarding the routing of clients. A wide range of programs--public and private--will be compared, using a comparative and analytical approach.

Objectives

Enhance knowledge and understanding of the range and variety of existing and proposed manpower programs, and acquire a familiarity with the major strengths and weaknesses of these programs.

Increase skill in critically analyzing these programs' structure, benefits, operations in terms of impact on a client population.

Increase ability to diagnose manpower problems of target populations and to develop planning for appropriate agency operations to ameliorate these problems.

Course Domain

It is planned to present a survey description of the major governmental and nongovernmental programs in manpower services aimed at low income populations. Particular emphasis will be placed on programs developed in the 1960's. No attempt will be made to study in detail income maintenance programs except as they are part of manpower service delivery systems. The course materials will not deal with manpower service programs for nonpoverty groups except to draw contrasts with those of poverty groups.

Major Variables

1. Coordination of service delivery systems. Relationship of manpower service systems to other service delivery systems, linking mechanisms for multi-agency programs, integration of diverse agency structures and philosophies into a unified approach.

2. Societal influences. Relationship of market structure and trends to manpower service programs, changes in the credential system for work and impact on program content, technological trends and manpower service programs.

3. Social conditions, values, and norms. Demographic and other relevant data on target populations, values and norms that influence labor force participation, theories about manpower problems, causes, solutions, value implications.

4. Content, structure and service delivery. Eligibility requirements, routing of clients, measures of effectiveness, outcomes of clients particularly with respect to goals, strategies.

Design

Instruction will be conducted using the lecture-discussion method. The analytic scheme will be utilized in the preparation of one or more papers. Short field assignments will also be given.

Source Materials

F. Cassell. The Public Employment Service: Organization in Change.

L. Ferman, *et al*. Negroes and Jobs.

F. Harbison and C. Myers. Manpower in the United States.

S. Levitan and G. Mangum. Federal Work and Training Programs in the Sixties.

S. Levitan. Federal Programs in Economically Depressed Areas.

R. Marshall. Equal Employment Programs and Apprenticeship.

United States Department of Labor. Manpower Report of the President.

A. Pearl and F. Reissman. New Careers for the Poor.

G. Somers. Retraining the Unemployed.

UNIVERSITY OF MICHIGAN
SCHOOL OF SOCIAL WORK

Louis Ferman
Social Work 610
Winter, 1972

Human Resource Programs

Lecture 1 Film: "Is A Job Really The Answer?"

Lecture 2 The making of public policy: the American experience in manpower policy.

Reading: S. Miller. "Criteria for Antipoverty Policies: A Paradigm for Choice."

L. Ferman. "American Human Resource Programs and Perspectives: A Recent History."

G. Mangum. "Manpower Research and Manpower Policy," Vol. 2, Industrial Relations Research Association, 1971, pp. 61-128.

E. Ginzberg. Manpower Agenda for America, New York: McGraw-Hill, 1968, pp. 1-22.

S. Levitan and G. Mangum. Federal Work and Training Programs in the 1960's, Institute of Labor and Industrial Relations, chapter 1.

Lecture 3 The American labor market factors in the development of hard-to-employ groups.

Guest lecturer: Dr. D. Fusfeld

Reading: D. Fusfeld. "Discrimination and Exploitable Labor," mimeographed.

S. Wolfbein. "The Dynamics of the American Labor Force," in Work in American Society.

Manpower Report of the President, 1971, chapters 1, 3 and 4.

Manpower Report of the President, 1968, chapter 3.

L. Ferman, et al. Negroes and Jobs, Ann Arbor: University of Michigan Press, 1968.

L. Ferman. "The Hard-Core Unemployed: Myth and Reality."

Lecture 4 Manpower strategies to aid the hard-to-employ. New perspectives on the educational preparation for work: the case for vocational education.

Reading: L. Ferman. "Minority Group Employment and Vocational Education," mimeographed.

G. Mangum, O. Pragan, and R. Evans. Education for Employment: The Background and Potential of the 1968 Vocational Amendments, Ann Arbor: Institute of Labor and Industrial Relations, 1968.

Princeton Manpower Symposium. The Transition from School to Work, report of a conference held at Princeton University, 1968, chapter 8.

L. Ferman. "Some Reflections on Manpower Strategies to Aid the Hard-to-Employ," mimeographed.

Lecture 5 Manpower strategies to aid the hard-to-employ. Skill training and job creation: remedial manpower programs.

Reading: L. Ferman. Job Development for the Hard-to-Employ, Ann Arbor: Institute of Labor and Industrial Relations, 1968.

L. Ferman. "Regional Unemployment, Poverty, and Relocation: A Social Service View," pp. 499-517.

B. Reubens. Special Job Creation for the Hard-to-Employ in Western Europe, Washington: U.S. Government Printing Office, Manpower Research Monograph No. 14, 1970.

Lecture 6 Manpower strategies to aid the hard-to-employ. Work and welfare: remedial manpower programs.

Guest lecturer: George Mink and/or Sydney Bernard

Reading: B. Stein. On Relief: The Economics of Poverty and Welfare, New York: Basic Books, 1971, chapters 2 and 3.

G. Steiner. The State of Welfare, Washington, D.C.: Brookings Institution, 1971, chapters 3, 4, 6, and 7.

Congressional Quarterly, March 19, 1971, pp. 618-

622; April 16, 1971, pp. 852-855; June 4, 1971, pp. 1199-1205; and July 2, 1971, pp. 1448-1451.

Lecture 7 Manpower strategies to aid the hard-to-employ. Combating job discrimination.

Reading: L. Ferman. The Negro and Equal Employment Opportunities, New York: Praeger, chapters 1-4.

D. Heistand. Discrimination in Employment, Ann Arbor: Institute of Labor and Industrial Relations, 1970.

J. Kreps. Sex in the Marketplace: American Women at Work, Baltimore: Johns Hopkins University Press, 1971.

R. Nathan. Jobs and Civil Rights: The Role of the Federal Government in Promoting Equal Opportunity in Employment and Training, Washington, D.C.: U.S. Government Printing Office, 1969.

Lecture 8 Delivery of manpower services problems in manpower agency operations. The major manpower agency subsystems: outreach.

Reading: L. Gallaway. Manpower Economics, Homewood, Ill.: Irwin, 1971, chapter 4.

"Public Employment Service in the Nation's Job Market, 1933-1963," Employment Security Review, June 1963.

S. Levitan and G. Mangum. Federal Work and Training Programs in the Sixties, Ann Arbor: ILIR, 1968, chapters 3, 4, 5, and 6.

Lecture 9 Delivery of manpower services problems in manpower agency operations. The major manpower agency subsystems: intake and assessment, orientation, supportive services to the client (in-house), job placement and job development, follow-up services to the client at work, supportive services to company personnel (agency-company relationships).

Reading: United States Department of Labor Manpower Administration. Operation Breakthrough, 1969: Glaser and Wickland, pp. 7-39; Gordon, pp. 61-119; Ferman, pp. 181-215; and Grosser, pp. 215-235.

L. Ferman. Manpower Operations for the Hard-to-Employ, Ann Arbor: ILIR, 1972.

L. Ferman, et al. Agency-Company Relationships in Manpower Operations for the Hard-to-Employ, Ann Arbor: ILIR, 1972.

Lecture 10 The agency manpower mazeway: assumptions, problems, and operations.

Reading: J. Bloedorn. Designing Social Service Systems, Chicago: American Public Welfare Association, 1970, pp. 25-62.

R. Vinter, et al. Information and Decision Processes in Human Service Organizations, final report to Office of Economic Opportunity, 1971, chapters 6, 7, 8, and 9.

Lecture 11 Evaluating manpower operations

Reading: M. Borus and W. Tash. Measuring the Impact of Manpower Programs, Ann Arbor: ILIR, 1970.

L. Ferman. "Some Perspectives on Evaluating Social Welfare Programs."

R. Weiss and M. Rein. "The Evaluation of Broad-Aim Program."

W. Williams. "The Politics of Evaluation: The Case of Headstart."

Lecture 12 Team reports on projects. Individual consultation. Final examination distributed.

III. LABOR MARKET ECONOMICS

Although social work educators have long stated a concern with increasing the extent to which social workers understand the influences and impact of economic factors on people's lives, it remains an underdeveloped area within curricula of most graduate schools of social work.

It is, therefore, not surprising that most material on labor market economics was received from schools of labor and industrial relations and departments of economics and not from schools of social work. This pattern is reflected in selected materials received from the Cornell University School of Industrial and Labor Relations and from courses taught by Bennett Harrison at the University of Maryland and the Massachusetts Institute of Technology.

The social work exceptions to this trend uncovered during our survey came from the Florence Heller School at Brandeis where Leonard Hausman offers such a course on the doctoral level as part of that school's special manpower concentration and at the University of Pittsburgh, where James Cunningham offers electives on "Economics and Social Welfare."

Clearly, a need to deal more systematically with labor market factors is a fact of life not only within possible manpower sequences but also within schools of social work core curriculum. This has been partially dealt with in the offerings of Breul, Nixon, and Hardcastle listed in the first section of this report, which is perhaps one realistic way of coming to grips with this need. Much more hard thinking needs to be done in this regard throughout all schools of social work.

CORNELL UNIVERSITY
NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

Lewis Perl
ILR 349
and 549
Fall, 1972

Economics of Poverty

Course Outline and Readings

1. Poverty reduction as a social goal.

J. Meade and C. Hitch. "How Should Income be Distributed?", in Inequality and Poverty, E. Budd, pp. 1-5.

B. DeJouvenal. "The Ethics of Redistribution," in Inequality and Poverty, E. Budd, pp. 6-13.

H. Wallick. "Inequality and Growth," in Inequality and Poverty, E. Budd, pp. 14-26.

R. Tawney. "Equality," in Inequality and Poverty, E. Budd, pp. 27-37.

M. Friedman. "The Distribution of Income," in Inequality and Poverty, E. Budd, pp. 38-49.

2. Definitions of poverty and of the poor.

M. Orshansky. "Counting the Poor: Another Look at the Poverty Profile," Social Security Bulletin, January 1965.

M. Orshansky. "Who's Who Among the Poor: A Demographic View of Poverty," Social Security Bulletin, July 1965.

United States Council of Economic Advisors. Annual Report, 1964, pp. 55-84, and Annual Report, 1965, pp. 162-171.

R. Friedman. Poverty: Definition and Perspective, Washington, D.C.: American Enterprise Institute for Public Policy Research, 49 pp.

H. Watts. "An Economic Definition of Poverty," in On Understanding Poverty, D. Moynihan, ed., New York: Basic Books, 1969, pp. 316-329.

V. Fuchs. "Redefining Poverty and the Redistribution of Income," The Public Interest, Vol. 8, Summer 1967.

United States Department of Commerce, Bureau of the Census. Current Population Reports, "Characteristics of the Low Income Population, 1970," series P60, No. 81.

3. Poverty in historical perspective.

J. Galbraith. The Affluent Society, Cambridge: Riverside Press, 1966, chapters 1-9 and 22.

O. Handlin. "Poverty From the Civil War to World War II," in Poverty Amid Affluence, L. Fishman, ed.

M. Harrington. The Other America, New York: MacMillan, 1962.

United States Bureau of Labor. Eighteenth Annual Report of the Commissioner of Labor, selected pages.

G. Kolko. Wealth and Power in America, New York: Praeger, 1962, pp. 9-29.

H. Miller. "Changes in the Number and Composition of the Poor," in Poverty in America, M. Gordon, ed., San Francisco: Chandler, 1965, pp. 81-101

R. Solow. "Income Inequality Since the War," in Inequality and Poverty, E. Budd, pp. 50-64.

S. Goldsmith. "Changes in the Size Distribution of Income," in Inequality and Poverty, E. Budd, pp. 65-79.

E. Smolensky. "The Past and Present Poor," in The Concept of Poverty, Chamber of Commerce of the United States, pp. 35-90.

4. Social mobility of the poor.

S. Thernstrom. "Poverty in Historical Perspective," in On Understanding Poverty, D. Moynihan, ed., pp. 160-186.

P. Blau and O. Duncan. The American Occupational Structure, New York: Wiley & Sons, 1967, pp. 163-242.

O. Duncan. "Inheritance of Poverty or Inheritance of Race," in On Understanding Poverty, D. Moynihan, ed., pp. 85-111.

J. Morgan, et al. Income and Welfare in the United States, New York: McGraw-Hill, 1962, pp. 187-217.

5. Poverty and economic growth.

M. Harrington. The Other America, New York: MacMillan, 1962.

E. Banfield. The Unheavenly City, Boston: Little, Brown & Co., 1970, chapter 5, pp. 88-113.

J. Tobin. "On Improving the Economic Status of the Negro," Daedalus, Fall 1965. Also reprinted in Inequality and Poverty, E. Budd, pp. 194-217.

H. Johnson. "Unemployment and Poverty," in Poverty Amid Affluence, L. Fishman, ed., pp. 182-199.

W. Anderson. "Trickling Down: The Relationship Between Economic Growth and the Extent of Poverty Among American Families," Quarterly Journal of Economics, Vol. 78, November 1964, pp. 511-524.

L. Gallaway. "The Foundations of the War on Poverty," American Economic Review, Vol. 55, March 1965, pp. 122-131.

L. Perl and L. Solnick. "A Note on Trickling Down," Quarterly Journal of Economics, February 1971, pp. 171-179.

M. Friedman. "The Role of Monetary Policy," American Economic Review, Vol. 58, March 1968, pp. 7-11.

R. Solow. "Technology and Unemployment," The Public Interest, Fall 1965.

6. Taxes, transfers, and poverty.

G. Kolko. Wealth and Power in America, New York: Praeger, 1962, pp. 30-45.

R. Lampman. "How Much Does the American System of Transfers Benefit the Poor?", Wisconsin Institute for Research on Poverty, reprint No. 6.

M. Friedman. Capitalism and Freedom, Chicago: University of Chicago Press, 1962, chapters 10 and 12.

C. Green and R. Lampman. "Schemes for Transferring Income to the Poor," Wisconsin Institute for Research on Poverty.

H. Kasper. "Welfare Payments and Work Incentives: Some Determinants of the Rates of General Assistance Payments," Journal of Human Resources, Vol. 3 No. 1, Winter 1968.

R. Herriot and H. Miller. "The Taxes We Pay," Conference Board Record, May 1971.

C. Green. Negative Income Taxes and the Poverty Problem, Washington, D.C.: Brookings Institution, 1967.

Committee on Ways and Means, U.S. House of Representatives, 91st Congress, 1st Session. "Report of Findings of Special Review of

Aid to Families with Dependent Children in New York City," Washington, D.C.: U.S. Government Printing Office, 1969.

I. Kristol. "Of Population and Taxes," The Public Interest, No. 28, Summer 1972, pp. 3-11.

7. Ability, education, and poverty.

R. Herrnstein. "I.Q.," The Atlantic Monthly, September 1971, pp. 43-64.

E. Banfield. The Unheavenly City, Boston: Little, Brown & Co., 1970, chapter 7, pp. 132-157.

J. Conant. Slums and Suburbs, New York: McGraw-Hill, 1961, pp. 1-68.

J. Coleman, et al. Equal Educational Opportunity, selected pages.

T. Ribich. Education and Poverty, Washington, D.C.: Brookings Institution, 1968, pp. 1-125.

L. Perl. "Ability, Family Background and Secondary School Expenditure," mimeographed.

Z. Griliches and W. Mason. "Education, Income, and Ability," Journal of Political Economy.

O. Duncan. "Ability and Achievement," Eugenics Quarterly, Vol. 15 No. 1, pp. 1-11.

F. Mosteller and D. Moynihan, eds. On Equality of Educational Opportunity, New York: Random House, 1972, selected essays.

D. Armor. "The Evidence on Busing," The Public Interest, No. 28, Summer 1972, pp. 90-126.

L. Thurow. "Education and Economic Equality," The Public Interest, No. 28, Summer 1972, pp. 66-81.

8. Other constraints on the poor and their remedies.

Consumer purchase:
D. Caplovitz. The Poor Pay More, New York: Free Press, 1963.

Housing:
E. Banfield. The Unheavenly City, Boston: Little, Brown & Co., 1970, pp. 23-44.

Discrimination:
J. Kain. Race and Poverty, The Economics of Discrimination, Englewood Cliffs, N.J.: Prentice-Hall, 1969.

CORNELL UNIVERSITY
NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

Vladimir Stoikov
Labor Economics 540
Spring, 1973

Labor Economics

Required Texts

J. Burton, L. Benham, W. Vaughn, and R. Flanagan. Readings in Labor Market Analysis, New York: Holt, Rinehart & Winston, 1971.

L. Thurow. Investment in Human Capital, Belmont, Calif.: Wadsworth Publishing Co., 1970.

Course Outline

I. Introduction

G. Stigler. The Theory of Price, 1966, pp. 257-274.
Burton, *et al*., readings 1 and 2.
Burton, *et al*., readings 3, 4, and 5.

II. Labor Supply

A. In the Short Run

R. Perlman. Labor Theory, pp. 3-24, 29-50.
Burton, *et al*., readings 6, 7, and 8.
J. Mincer. "Labor Force Participation of Married Women," in NBER, Aspects of Labor Economics, pp. 63-105 and 98-105 for C. Long's comment.
T. Scitovsky. Welfare and Competition, 1971, pp. 86-109.
J. Mincer. "Labor Force Participation," Encyclopedia of the Social Sciences.

B. Incentives and Poverty

Perlman, pp. 61-76.
M. Bowman. "Poverty in the Affluent Society," in Contemporary Economic Issues, Neil Chamberlain, ed., pp. 49-108.
C. Green. Negative Taxes and the Poverty Problem, pp. 1-13 and 113-137.

C. In the Long Run

R. Easterlin. "Population," in Contemporary Economic Issues, Neil Chamberlain, ed., pp. 241-272.
A. Coale. "How a Population Ages and Grows Younger," in Population: The Vital Revolution, R. Freedman, ed., pp. 47-58.
Thurow, pp. 1-88.

III. Demand for Labor

Thurow, pp. 89-135.
L. Reynolds. "Wages and Employment in a Labor-Surplus Economy," American Economic Review, March 1965, pp. 19-39.
Burton, et al., readings 9, 10, and 11.

IV. Further Topics in Human Capital

Burton, et al., readings 12, 13, 14, and 15.

V. Interaction of Supply and Demand

A. Information

Burton, et al., readings 16 and 17.

B. Labor Mobility

Burton, et al., readings 18 and 19.
S. Bowles. "Migration as Investment," Review of Economics and Statistics, November 1970, pp. 356-362.

C. Wage Structure

T. Scitovsky. "The Trend of Professional Earnings," American Economic Review, March 1966, pp. 25-42.
Burton, et al., selected readings from numbers 20-27.

D. Union Impact on Wage Differentials

Burton, et al., readings 28, 29, 30, 31, and 32.
P. Hartman. "Union Work Rules: A Brief Theoretical Analysis of Some Empirical Results," in IRRA Proceedings, 1966, pp. 333-342.

VI. Money Wage Rates and Unemployment

O. Eckstein and T. Wilson. "The Determination of Money Wages in American Industry," Quarterly Journal of Economics, August 1962, pp. 379-414.
R. Lipsey. "The Relation Between Unemployment and the Rate of Change of Money Wage Rates in the United Kingdom, 1862-1957," reprinted in AEA Readings in Business Cycles, 1965, pp. 456-487.
R. Lipsey. "Structural and Deficient Demand Reconsidered," in Employment Policy and the Labor Market, A. Ross and R. Gordon, eds., pp. 210-256.
R. Solow. The Nature and Sources of Unemployment in the U.S., The Wicksell Lectures, 1964, 51 pp.

CORNELL UNIVERSITY
NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

R.L. Aronson
Course 546
Fall, 1973

Economics of Manpower

1. NATURE AND SCOPE OF MANPOWER ECONOMICS

Issues in manpower policy

L. Hausman. "The Welfare System as a Manpower and Rehabilitation System," Public-Private Manpower Policies, IRRA, pp. 133-164.*

G. Mangum, ed. The Manpower Revolution, New York: Doubleday, pp. 5-15, 196-203 and 207-223.*

National Commission on Technology, Automation, and Economic Progress. Technology and the American Economy, chapters 1, 2, and 10.*

Current manpower policies and programs

A. Nemore and G. Mangum. "Private Involvement in Federal Manpower Programs," Public-Private Manpower Policies, IRRA, pp. 61-78.

E. Ginzberg. "Public Policies and Womenpower," Public-Private Manpower Policies, IRRA, pp. 165-190.

Manpower Report of the President, March 1972, pp. 53-72.

The Budget of the U.S. Government, 1973: Special Analyses, Fiscal Year, 1973, "Special Analysis J, Federal Manpower Programs," pp. 136-152.

Approaches and tools of analysis

R. Hough. What Economists Do, pp. 1-100.

L. Gallaway. Manpower Economics, pp. 1-14.*

L. Thurow. Investment in Human Capital, pp. 1-14.*

2. BASIC MANPOWER PROCESSES

Aggregate labor supply

T. Dernberg and K. Strand. "Hidden Unemployment, 1953-1962: A Quantitative Analysis by Age and Sex," American Economic Review, March 1966, pp. 71-95.*

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* Required reading

J. Mooney. "Urban Poverty and Labor Force Participation," American Economic Review, March 1967, pp. 104-119.

W. Bowen and T. Finegan. The Economics of Labor Force Participation, 1969, chapters 1 and 2.*

G. Cain. Married Women in the Labor Force, 1966.

G. Becker. "A Theory of the Allocation of Time," Economic Journal, September 1965, pp. 493-517.

G. Cain. "Unemployment and the Labor Force Participation of Secondary Workers," Industrial and Labor Relations Review, January 1967, pp. 285-297.*

P. Flaim. "Persons Not in the Labor Force," Monthly Labor Review, July 1969, also Special Labor Force Report No. 110.*

President's Committee to Appraise Employment and Unemployment Statistics. Measuring Employment and Unemployment, chapters 1-4.*

E. Kalachek and F. Raines. "Labor Supply of Low Income Workers," in Technical Studies, President's Commission on Income Maintenance Programs, pp. 159-185.

P. Barth. "Unemployment and Labor Force Participation," Southern Economic Journal, January 1968, pp. 375-382.

S. Rottenberg. "Labor Force Measurement in a Pre-Industrial Economy," Southern Economic Journal, October 1951, pp. 219-224.*

United States Department of Labor, Bureau of Labor Statistics. Concepts and Methods Used in Manpower Statistics From the Current Population Survey, BLS Report No. 313, June 1967, pp. 1-14.*

Mobility of labor

A. Rees. "Information Networks in Labor Markets," American Economic Review, May 1966, pp. 559-568.*

R. Aronson. Components of Occupational Change in the United States, 1950-1960.

C. Kerr. "The Balkanization of Labor Markets," in Labor Mobility and Economic Opportunity, E. Bakke, et al., pp. 92-110.

G. Palmer. "Social Values in Labor Mobility," in Labor Mobility and Economic Opportunity, E. Bakke, et al., pp. 111-116.*

P. Doeringer and M. Piore. Internal Labor Markets and Manpower Analysis, chapters 2, 3, and 8.

K. Taira. "Characteristics of Japanese Labour Markets," *Economic Development and Cultural Change*, January 1962, pp. 150-168.

L. Gallaway. *Manpower Economics*, chapters 3-5.

S. Rottenberg. "On Choice in Labor Markets," *Industrial and Labor Relations Review*, January 1956, pp. 183-199. "Reply," R. Lampman and R. Lester, *Industrial and Labor Relations Review*, pp. 629-643.*

H. Brubel and A. Scott. "The Immigration of Scientists and Engineers to the U.S., 1949-1961," *Journal of Political Economy*, August 1966, pp. 368-378.

G. Stigler. "Information in the Labor Market," *Journal of Political Economy*, October 1962, part 2, pp. 94-105.

H. Parnes. *Research on Labor Mobility*, chapter 2.

R. Fein. "Educational Patterns in Southern Migration," *Southern Economic Journal*, July 1965, supplement, pp. 106-124.

M. Lurie and E. Rayack. "Racial Differences in Migration and Job Search: A Case Study," *Southern Economic Journal*, July 1966, pp. 81-95.*

United States Department of Labor. "Job Tenure of Workers, January 1968," Special Labor Force Report No. 112.

Occupational choice and human capital formation

T. Schultz. "Investment in Human Capital," *American Economic Review*, March 1961, pp. 1-17.

H. Shaffer. "Investment in Human Capital: Comment," *American Economic Review*, December 1961, pp. 1026-1035. "Reply," T. Schultz, *American Economic Review*, pp. 1035-1039.

G. Becker. *Human Capital*, especially chapters 2-4.*

E. Denison. *The Sources of Economic Growth in the U.S. and the Alternatives Before Us*, pp. 67-80.

A. Carol and S. Parry. "The Economic Rationale of Occupational Choice," *Industrial and Labor Relations Review*, January 1968, pp. 183-196.

L. Bumas. "Engineering Occupational Choice, 1950-1965," *Industrial Relations*, February 1970, pp. 231-242.*

F. Machlup. *The Production and Distribution of Knowledge in the United States*.

M. Bowman. "Human Capital: Concepts and Measures," in The Economics of Higher Education, S. Mushkin, ed.*

L. Thurow. "Education and Income Inequality," The Public Interest, Summer 1972, pp. 66-81.*

L. Thurow. Investment in Human Capital, chapters 2-4.

J. Vaizey. The Economics of Education.

B. Weisbrod. "Education and Investment in Human Beings," in Human Capital Formation, R. Wykstra, ed., pp. 263-285.

N. Chamberlain. "Some Second Thoughts on the Concept of Human Capital," in Human Capital Formation, R. Wykstra, ed., pp. 205-215.*

Labor demand and technological change

V. Fuchs. The Service Economy, chapters 1 and 2.

J. Bright. "Does Automation Raise Skill Requirements?", Harvard Business Review, July/August 1958, pp. 66-81.*

J. Henderson. Changes in the Industrial Distribution of Employment, 1919-1959, pp. 5-24 and 80-94.

V. Stoikov. "Some Determinants of the Level of Frictional Unemployment: A Comparative Study," International Labour Review, May 1966, pp. 530-549.*

A. Jaffe and J. Fromkin. Technology and Jobs, especially chapters 8 and 9.

B. Duncan. "Dropouts and the Unemployed," Journal of Political Economy, April 1965, pp. 121-134.

C. Killingsworth. "Automation, Jobs and Manpower," Men Without Work, S. Lebergott, ed., pp. 55-67.

W. Heller. "Employment and Manpower," Men Without Work, S. Lebergott, ed., pp. 68-93.*

C. Clague and L. Greenberg. "Technological Change and Employment," Monthly Labor Review, July 1962, pp. 742-746.

D. Johnston. "The Labor Market 'Twist,' 1964-1969," Monthly Labor Review, July 1971, Special Labor Force Report No. 133.

C. Holt and M. David. "The Concept of Job Vacancies in a Dynamic Theory of the Labor Market," in The Measurement and Interpretation of Job Vacancies, National Bureau of Economic Research, pp. 73-110.*

National Science Foundation. *The Long-Range Demand for Scientific and Technical Personnel*, NSF 61-65, pp. 1-7 and 331-336.*

R. Lipsey. "Structural and Deficient-Demand Unemployment Reconsidered," in *Employment Policy and the Labor Market*, A. Ross, ed., pp. 210-255.

G. Terborgh. *The Automation Hysteria*, chapters 3 and 4.

3. MANPOWER PROBLEMS AND POLICIES

Emergence of manpower policy in the United States

G. Mangum. *The Emergence of Manpower Policy*, chapters 1-3.*

Unemployment and underemployment

G. Archibald. "The Phillips Curve and the Distribution of Unemployment," *American Economic Review*, May 1969, pp. 124-134.*

E. Gilpatrick. *Structural Unemployment and Aggregate Demand*.

S. Lebergott, ed. *Men Without Work*, pp. 1-49.

M. Cohen. "The Direct Effects of Federal Manpower Programs in Reducing Unemployment," *Journal of Human Resources*, Fall 1969, pp. 491-507.*

G. Mangum. *MDTA: Foundation of Federal Manpower Policy*, chapters 1-4, pp. 1-8 and 77-109.*

B. Reubens. *The Hard-To-Employ: European Programs*.

Manpower Report of the President, March 1972, pp. 77-102.

L. Gallaway. *Manpower Economics*, chapters 8 and 9.*

Poverty and the distribution of income

A. Batchelder. *The Economics of Poverty*, especially part 3.

Lampman. In *Inequality and Poverty*, E. Budd, ed., pp. 174-182.*

Johnson. In *Inequality and Poverty*, E. Budd, ed., pp. 183-185.*

Tobin. In *Inequality and Poverty*, E. Budd, ed., pp. 194-213.*

D. Hiestand. *Economic Growth and Employment Opportunities for Minorities*, especially chapters 2, 3, and 8.

S. Masters. "The Effect of Family Incomes on Children's Education: Some Findings on Equality of Opportunity," *Journal of Human Resources*, Spring 1969, pp. 158-175.

S. Levitan. Programs in Aid of the Poor, chapters 2 and 3.*

H. Miller. Income Distribution in the United States, chapters 1-3 and 6.*

V. Perrella. "Low Earners and Their Incomes," Monthly Labor Review, May 1967, pp. 35-40.

United States Department of Labor Manpower Administration. Training of Public Assistance Recipients Under the MDTA, Manpower Evaluation Report No. 6.

Employment discrimination

D. Taylor. "Discrimination and Occupational Wage Differences in the Market for Unskilled Labor," Industrial and Labor Relations Review, April 1968, pp. 375-390.

E. Ginzberg. "Public Policies and Womanpower," Public-Private Manpower Policies, IRRA, pp. 165-190.*

W. Brazziel. "Black-White Comparability in College Enrollment," Journal of Human Resources, Winter 1970, pp. 106-116.

C. Killingsworth. Jobs and Income for Negroes.

F. Marshall and V. Briggs, Jr. The Negro and Apprenticeship, pp. 3-46.*

W. Fogel. "The Effect of Low Educational Attainment on Incomes: A Comparative Study of Selected Ethnic Groups," in Human Capital Formation and Manpower Development, R. Wykstra, pp. 367-383.*

High-talent manpower

M. Intriligator and B. Smith. "Some Aspects of the Allocation of Scientific Effort Between Teaching and Research," American Economic Review, May 1966, pp. 494-507.

J. Brown and F. Harbison. High-Talent Manpower for Science and Industry, chapter 3.*

M. Bowman. "Educational Shortage and Excess," Canadian Journal of Economics and Political Science, November 1963, pp. 446-462.*

J. Folger, et al. Human Resources and Higher Education, chapters 2, 12, and 13.*

E. Ginzberg. Manpower Agenda for America, chapters 14-16.

W. Hansen. "The Economics of Scientific and Engineering Manpower," Journal of Human Resources, Spring 1967, pp. 191-220.*

A. Ross. "How Do We Use Our Engineers and Scientists?", In *Toward Better Utilization of Scientific and Engineering Talent*, National Academy of Sciences, pp. 83-98.*

H. Folk. "The Response of Higher Education to Economic Needs," *Proceedings of the Policy Conference on Highly Qualified Manpower*, OECD, pp. 117-144. Also ILIR Reprint No. 190, University of Illinois.

Manpower shortages

D. Blank and G. Stigler. *The Demand and Supply of Scientific Personnel*.

H. Parnes. In *Economics of Education*, M. Blaug, ed., pp. 274-286.*

K. Arrow and W. Capron. In *Economics of Education*, M. Blaug, ed., pp. 318-337.*

R. Freeman. "Training Lags and the Cobweb Pattern in Engineering," in *Readings in Labor Market Analysis*, J. Burton, Jr., *et al*., pp. 378-392.*

H. Folk. *The Shortage of Scientists and Engineers*.

W. Franke and I. Sobel. *The Shortage of Skilled and Technical Workers*.

D. Yett. "The Nursing Shortage and the Nurse Training Act of 1964," *Industrial and Labor Relations Review*, January 1966, pp. 190-200.*

4. MANPOWER PLANNING

Approaches to manpower planning

W. Cash. "A Critique of Manpower Planning in Africa," *Economic Development and Cultural Change*, October 1965, pp. 33-47.

F. Harbison and C. Myers. *Education, Manpower, and Economic Growth*, chapters 9 and 10.*

R. Lester. *Manpower Planning in a Free Society*, chapters 1 and 2.*

H. Parnes, ed. *Planning Education for Economic and Social Development*.

United States Congress Joint Economic Committee. *The Planning-Programming-Budgeting System*, 90th Congress, 1st Session, pp. 3-10 and 185-191.

The investment decision in manpower planning

W. Bowen. *Economic Aspects of Education*, chapter 1.*

D. Maki. "A Programming Approach to Manpower Planning," Industrial and Labor Relations Review, April 1970, pp. 397-405.

R. Hollister. "The Economics of Manpower Forecasting," International Labour Review, April 1964, pp. 371-397.*

W. Hansen. "Labor Force and Occupational Projections," Proceedings, IRRA, 1965, pp. 10-30.*

"Symposium on Rates of Return to Investment in Education," Journal of Human Resources, Summer 1967, pp. 291-374.

L. Lecht. Manpower Requirements for National Objectives in the 1970's, pp. 3-44.*

Manpower Directions, New York State, 1965-1975, New York State Department of Labor Division of Research and Statistics, Vol. 1 chapter 2.

United States Bureau of Labor Statistics. The Forecasting of Manpower Requirements, BLS Report No. 248.

H. Folk and D. Yett. "Methods of Estimating Occupational Attrition," Western Economic Journal, September 1968, pp. 297-302.

R. Wykstra, ed. Human Capital Formation and Manpower Development, part 6.*

Measurement and evaluation of results of manpower programs

W. Hansen and B. Weisbrod. "Distribution of Costs and Direct Benefits of Public Higher Education: The Case of California," Journal of Human Resources, Spring 1969, pp. 176-191.

M. Borus, J. Brennan and S. Rosen. "A Benefit-Cost Analysis of the Neighborhood Youth Corps: The Out-of-School Program in Indiana," Journal of Human Resources, Summer 1970, pp. 139-159.*

Lester. Manpower Planning in a Free Society, chapter 7.

S. Levitan and R. Taggert. Social Experimentation and Manpower Policy: The Rhetoric and the Reality, chapters 3 and 4.*

D. Sewell. "A Critique of Cost-Benefit Analysis of Training," Monthly Labor Review, September 1967, pp. 45-51.*

B. Weisbrod. External Benefits of Public Education.

J. Wiseman. "Cost-Benefit Analysis in Education," Human Capital Formation and Manpower Development, R. Wykstra, ed., pp. 177-193.*

Implementation and administration of manpower programs

Lester. Manpower Planning in A Free Society, chapters 3 and 4.

Levitan and Taggart. Social Experimentation and Manpower Policy: The Rhetoric and the Reality, chapter 6.*

G. Mangum. The Emergence of Manpower Policy, chapter 4.*

S. Ruttenberg and J. Gutchess. The Federal-State Employment Service: A Critique, chapters 1, 2, and 5.*

UNIVERSITY OF MARYLAND
DEPARTMENT OF ECONOMICS

Mr. Harrison
Economics 160
Fall, 1971

Labor Economics

Required Reading

B. Fleisher. Labor Economics, Englewood Cliffs, N.J.: Prentice-Hall, 1970.

D. Wellman. Putting on the Poverty Program, 1967.

I. Berg. Education and Jobs, New York: Praeger, 1970.

L. Ferman, et al. Negroes and Jobs, Ann Arbor: University of Michigan Press, 1968.

Studies by the Staff of the Cabinet Committee on Price Stability, Washington, D.C.: U.S. Government Printing Office, January 1969.

D. Mermelstein, ed. Economics: Mainstream Readings and Radical Critiques, New York: Random House, 1970.

R. Perlman. Labor Theory, New York: Wiley & Sons, 1969.

L. Thurow. "Raising Incomes through Manpower Training," in Contributions to the Analysis of Urban Problems, A. Pascal, ed., The Rand Corporation, 1968.

B. Harrison. "Public Service Jobs for Urban Ghetto Residents," National Civil Service League, 1969.

B. Harrison. "Education, Training and the Urban Ghetto," University of Pennsylvania, Ph.D. thesis, 1970.

Course Outline

The course is divided in three parts. First, Fleisher's Labor Economics will be read and discussed. Second, other materials on four special topics will be considered: inflation, discrimination, urban manpower policy, and the negative income tax. Third, the class will take charge for discussion of further topics.

The following topics require at least the basic reading indicated:

1. Inflation theory
   Perlman, chapter 9.

2. Discrimination
   Mermelstein, pp. 105-154.

3. Negative income tax
   Perlman, chapter 3.

4. Urban manpower policy
   J. Eain, "The Big Cities' Big Problems," in Ferman, et al., pp. 236-244.
   Harrison, "Education, Training and the Urban Ghetto," chapter 7.
   Harrison, "Public Service Jobs for Urban Ghetto Residents."
   Wellman.
   Thurow.
   Pascal.

UNIVERSITY OF MARYLAND
DEPARTMENT OF ECONOMICS

Mr. Harrison
Economics 165
Spring, 1971

The Economics of Poverty and Discrimination

Course Outline and Readings

1. Introduction. History of interest in the problem. The conventional wisdom. Definitions and measurement. The overlap and the difference between the problems of poverty and discrimination. Poverty and the Protestant ethic. The working poor.

B. Bluestone. "Low Wage Industries and the Working Poor," Poverty and Human Resources, March/April 1968.

B. Bluestone. "The Tripartite Economy: Labor Markets and the Working Poor," Poverty and Human Resources, July/August 1970.

J. Handy. Review of L. Thurow's "Poverty and Discrimination," in Review of Black Political Economy, Spring/Summer 1970.

B. Harrison. "Education, Training, and the Urban Ghetto," University of Pennsylvania, Ph.D. thesis, 1970, pp. xxx-xxxii, 2-23, 43-57, 215-235 and 274-279.

M. Harrington. The Other America, New York: MacMillan, 1963.

L. Lecht. Poor Persons in the Labor Force, Washington, D.C.: National Planning Association, 1970.

M. Orshansky. "Who's Who Among the Poor: A Demographic View of Poverty," Social Security Bulletin, July 1965.

W. Tabb. The Political Economy of the Black Ghetto, New York: Norton, 1970, chapter 5.

D. Wachtel. The Working Poor, Ann Arbor: University of Michigan Press, 1967.

H. Wachtel and C. Betsey. "Employment at Low Wages," University of Michigan and Wayne State University Institute of Labor and Industrial Relations, November 1969, mimeographed.

2. Poverty in America. The extent of the problem.

H. Caudill. Night Comes to the Cumberlands, Boston: Little, Brown & Co., 1962.

M. Clawson. "Rural Poverty in the United States," Journal of Farm Economics, December 1967.

A. Downs. Who Are the Urban Poor?, New York: Committee for Economic Development, 2nd edition, 1970.

E. Herzog. "Facts and Fiction About the Poor," Monthly Labor Review, February 1969.

O. Lewis. "The Culture of Poverty," Scientific American, October 1966.

E. Liebow. Talley's Corner, Boston: Little, Brown & Co., 1967.

D. Mermelstein, ed. Economics: Mainstream Readings and Radical Critiques, New York: Random House, 1970, pp. 265-292.

H. Sheppard, ed. Poverty and Wealth in America, New York: Quadrangle Books, 1970, entire book except section 6.

3. Discrimination in America. The extent of the problem.

B. Bergmann and J. Lyle. "Differences Amongst Cities and Industries in the Occupational Standing of Negroes in the Private Sector," September 1970, mimeographed.

L. Ferman, et al., eds. Negroes and Jobs, Ann Arbor: University of Michigan Press, 1968, chapters 1-5.

W. Fogel. "Labor Market Obstacles to Minority Job Gains," Industrial Relations Research Association Proceedings, December 1967.

J. Formby. "The Extent of Wage and Salary Discrimination Against Nonwhite Labor," Southern Economic Journal, October 1968.

B. Harrison. "Education and Underemployment in the Urban Ghetto," in The Political Economy of Urban Problems, D. Gordon, ed., Lexington, Mass.: D.C. Heath, 1971.

B. Harrison. "Education, Training, and the Urban Ghetto," University of Pennsylvania, Ph.D. thesis, 1970, chapter 5.

D. Hiestand. Discrimination in Employment: An Appraisal of the Research, University of Michigan and Wayne State University Institute of Labor and Industrial Relations, 1970.

J. Kain, ed. Race and Poverty, Englewood Cliffs, N.J.: Prentice-Hall, 1969, Introduction and parts 1-4.

M. Katzman. "Discrimination, Subculture, and Economic Performance of Minority Groups," American Journal of Economics and Sociology, October 1968.

"Minority Employment in State and Local Governments," Monthly Labor Review, November 1969.

L. Rico. "Urban Job Discrimination: Abuses and Redress," Quarterly Review of Economics and Business, Winter 1966.

D. Taylor. "Discrimination and Occupational Wage Differences in the Market for Unskilled Labor," Industrial and Labor Relations Review, April 1968.

4. Attacking poverty through the labor market.

W. Anderson. "Trickling Down: The Relationship Between Economic Growth and the Extent of Poverty," Quarterly Journal of Economics, November 1964.

I. Berg. Education and Jobs: The Great Training Robbery, New York: Praeger, 1970.

B. Harrison. "Education, Training, and the Urban Ghetto," University of Pennsylvania, Ph.D. thesis, 1970, pp. 235-269.

B. Harrison. "Public Employment and the Disadvantaged," in Manpower Report of the President, 1971, chapter 7.

B. Harrison. "Public Service Jobs for Urban Ghetto Residents," Good Government Magazine, Fall 1969.

G. Strauss. "The Negro and Apprenticeship: A Review Article," Journal of Human Resources, Summer 1968.

The community action and Model Cities programs.

L. Ferman, ed. "Evaluating the War on Poverty," The Annals of the American Academy of Political and Social Science, articles by Davidson, Rubin, Kravitz and Kolodner, Sundquist, and Levitan, September 1969.

H. Sheppard, ed. Poverty and Wealth in America, New York: Quadrangle Books, 1970, pp. 235-246 and 263-271.

D. Wellman. Putting on the Poverty Program, Radical Education Project, 1967.

5. Attacking poverty through income transfers.

P. Diamond. "Negative Taxes and the Poverty Problem: A Review Article," National Tax Journal, September 1968.

O. Eckstein, ed. *Studies in the Structure of Income Maintenance*, Washington, D.C.: Brookings Institution, 1967.

Family Assistance Act of 1970, 91st Congress, 2nd Session. H.R. 16311.

L. Hausman. *The Potential for Work Among Welfare Parents*, U.S. Department of Labor, 1969.

W. Hayes. "The Guaranteed Annual Income: An Appraisal," *Review of Social Economy*, March 1969.

J. Tobin. "Improving the Economic Status of the Negro," *Daedalus*, Fall 1965.

6. Attacking discrimination through economic and legal policy.

A. Blumrosen. "A Survey of Remedies for Discrimination in the Union and On the Job," *Industrial Relations Research Association Proceedings*, December 1968.

"Discrimination in Employment and in Housing: Private Enforcement Provisions of the Civil Rights Acts of 1964 and 1968," *Harvard Law Review*, February 1969.

A. Downs. "Housing the Urban Poor: The Economics of Various Strategies," *American Economic Review*, September 1969.

L. Ferman, *et al.*, eds. *Negroes and Jobs*, Ann Arbor: University of Michigan Press, 1968, chapter 6.

B. Harrison. "Education, Training, and the Urban Ghetto," University of Pennsylvania, Ph.D. thesis, 1970, pp. 270-271.

W. Landes. "The Economics of Fair Employment Laws," *Journal of Political Economy*, July/August 1968.

W. Landes. "The Effect of State Fair Employment Laws on the Economic Position of Nonwhites," *American Economic Review*, May 1967.

M. Liggett. "The Efficacy of State Fair Employment Practices Commissions," *Industrial and Labor Relations Review*, July 1969.

A. Pye. "The Role of Legal Services in the Antipoverty Program," *Law and Contemporary Problems*, Winter 1966.

"Tenant Unions: Collective Bargaining and the Low-Income Tenant," *Yale Law Journal*, June 1968.

7. Class and race.

D. Hamilton. "The Political Economy of Poverty: Institutional and Technological Dimensions," *Journal of Economic Issues*, December 1967.

D. Mermelstein, ed. *Economics: Mainstream Readings and Radical Critiques*, New York: Random House, 1970, pp. 105-154 and 293-332.

J. Robinson. *An Essay on Marxian Economics*, New York: MacMillan, 1957.

United States Department of Health, Education, and Welfare. *Toward A Social Report*, Washington, D.C.: U.S. Government Printing Office, 1969, chapter 2.

Class conflict in the American economy.

B. Bergmann. "The Effect on White Incomes of Discrimination in Employment," *Journal of Political Economy*, forthcoming.

G. Norval. "Occupational Benefits to Whites from the Subordination of Negroes," *American Sociological Review*, June 1963.

M. Reich. "The Economics of Racism," Harvard University Department of Economics, September 1970, mimeographed.

H. Wachtel. "A Radical Perspective on Poverty Wars," American University Department of Economics, October 1970, mimeographed.

Black and white agendas for the ghetto.

A. Downs. "Alternative Futures for the American Ghetto," *Daedalus*, Fall 1968.

J. Kain, ed. *Race and Poverty*, Englewood Cliffs, N.J.: Prentice-Hall, 1969, pp. 167-183.

F. Piven and R. Cloward. "Black Control of Cities," *The New Republic*, September 30 and October 7, 1967.

T. Vietorisz and B. Harrison. "The Uncertain Prospects for Ghetto Development," *Challenge*, March 1971.

The 'silent majority' speaks.

P. Schrag. "The Forgotten American," *Harper's*, August 1969.

"The Troubled American: A Special Report on the White Majority," *Newsweek*, pp. 29-73.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

B. Harrison
Course 11.28
Spring, 1973

Inner City Economic Development

Course Outline and Readings

1. THE URBAN GHETTO

The formation and location of urban ghettos

National Advisory Commission on Civil Disorders. Riot Report, New York: Bantam Books, 1968, chapter 6.

R. Morrill. "The Negro Ghetto: Problems and Alternatives," The Geographical Review, July 1965, available as a Bobbs-Merrill Reprint in Geography, No. G-160.

The structure of the ghetto economy

B. Harrison. "Ghetto Economic Development," project on the economics of discrimination, University of Maryland, November 1972, mimeographed, pp. 20-50.

D. Stone. Roxbury's Industry, Boston Economic Development and Industrial Commission, June 1971.

T. Vietorisz and B. Harrison. The Economic Development of Harlem, New York: Praeger, 1970, chapter 1.

B. Harrison. Education, Training, and the Urban Ghetto, Baltimore: Johns Hopkins University Press, 1972, chapter 5.

R. Blauner. "Internal Colonialism and Ghetto Revolt," Social Problems, Spring 1969, available as a Bobbs-Merrill Reprint in Black Studies.

M. Zweig. "The Dialectics of Black Capitalism," Review of Black Political Economy, Spring 1972.

D. Fusfeld. "The Basic Economics of the Urban and Racial Crisis," Review of Black Political Economy, Spring/Summer 1970.

Ghetto development vs. ghetto dispersal

J. Kain and J. Persky. "Alternatives to the Gilded Ghetto," The Public Interest, Winter 1969. Reprinted in Race and Poverty, J. Kain, ed., Englewood Cliffs, N.J.: Prentice-Hall, 1970 and available as a Bobbs-Merrill Reprint in Economics, No. Econ-169.

M. Edel. "Development or Dispersal? Approaches to Ghetto Poverty," in Readings in Urban Economics, M. Edel and J. Rothenberg, eds., New York: MacMillan, 1972.

P. Labrie. "Black Central Cities: Dispersal or Rebuilding?", Review of Black Political Economy, part 1 in Summer/Fall 1970 and part 2 in Winter/Spring 1971.

T. Vietorisz and B. Harrison. The Economic Development of Harlem, New York: Praeger, 1970, pp. 55-66.

B. Harrison. Metropolitan Suburbanization and Minority Economic Opportunity, Washington, D.C.: Urban Institute, May 1972, Working Paper 715-4.

B. Harrison. Education, Training, and the Urban Ghetto, Baltimore: Johns Hopkins University Press, 1972, chapter 6, pp. 158-171.

B. Schiller. "The Little Training Robbery," University of Maryland Department of Economics, May 1972, mimeographed.

B. Harrison. "Ghetto Economic Development," University of Maryland, November 1972, mimeographed, pp. 96-109.

2. ALTERNATIVE DEVELOPMENT STRATEGIES

Orthodox approaches

B. Harrison. "Ghetto Economic Development," University of Maryland, November 1972, mimeographed, pp. 1-19 and 51-67.

A. Blaustein and G. Faux. The Star-Spangled Hustle, New York: Doubleday, 1972.

B. Harrison. "The Participation of Ghetto Residents in the Model Cities Program," Journal of the American Institute of Planners, January 1973.

T. Cross. Black Capitalism, New York: Atheneum, 1969.

E. Banfield. "The IBM Plant in Bedford-Stuyvesant," in Programs to Employ the Disadvantaged, P. Doeringer, ed., Englewood Cliffs, N.J.: Prentice-Hall, 1969.

Community economic development

B. Harrison. "Ghetto Economic Development," University of Maryland, November 1972, mimeographed, pp. 68-95.

T. Vietorisz and B. Harrison. The Economic Development of Harlem, New York: Praeger, 1970, pp. 67-76.

S. Melman. "Industrial Efficiency Under Managerial vs. Cooperative Decision-Making," *Review of Radical Political Economics*, Spring 1970.

K. Gifford. "Neighborhood Development Corporations: The Bedford-Stuyvesant Experiment," in *Agenda For a City*, L. Fitch and A. Walsh, eds., Beverly Hills: Sage, 1970.

R. Rosenbloom. "Corporations for Urban Development," in *Social Innovation in the City*, R. Rosenbloom and R. Morris, eds., Cambridge: Harvard University, 1963.

W. Haddad and G. Pugh, eds. *Black Economic Development*, Englewood Cliffs, N.J.: Prentice-Hall, 1969, especially papers by Green and Faux, Innis, and McLaurin and Tyson.

G. Faux. *CDCs: New Hope for the Inner City*, Twentieth Century Fund, 1971.

G. Faux. "Politics and Bureaucracy in Community-Controlled Economic Development," *Law and Contemporary Problems*, Spring 1971.

Abt Associates Inc. *An Evaluation of the Special Impact Program: Phase 1 Report*, U.S. Office of Economic Opportunity, Vol. 1, Contract No. B00-5181, March 1972.

J. Bergsman and M. Jones. "Modeling Minority Economic Development," Washington, D.C.: Urban Institute, May 1972, Working Paper No. 0200-4, pp. 1-26.

M. Edel. "A Simulation of Some Possible Outcomes of the Proposed Community Self-Determination Act," Massachusetts Institute of Technology Laboratory for Environmental Studies, April 1969, mimeographed.

3. INNER CITY DEVELOPMENT PLANNING

Leakage and linkage

R. Browne. "Cash Flows in a Ghetto Community," *Review of Black Political Economy*, Winter/Spring 1971.

W. Oakland, *et al*. "Ghetto Multipliers: A Case Study of Hough," *Journal of Regional Science*, December 1971.

R. Schaffer. *Income Flows in Urban Poverty Areas: A Comparison of the Community Income Accounts of Bedford-Stuyvesant and Borough Park*, Lexington: Lexington Books, 1973.

W. Leontief. *Input-Output Economics*, New York: Oxford University Press, 1966, chapter 4.

A. Hirschman. *The Strategy of Economic Development*, New Haven:

Yale University, 1965, chapter 6.

W. Isard and T. Langford, Jr. "Impact of Vietnam War Expenditures on the Philadelphia Economy: Some Initial Experiments With the Inverse of the Philadelphia Input-Output Table," Regional Science Association Proceedings, Vol. 23, 1969.

D. Mitchell. "Black Economic Development and Income Drain: The Case of the Numbers," Review of Black Political Economy, Autumn 1970.

Agglomeration: clustering in space

J. Bergsman, et al. "The Agglomeration Process in Urban Growth," Urban Studies, August 1972.

R. Struyk. "Spatial Concentration of Manufacturing Employment in Metropolitan Areas: Some Empirical Evidence," Economic Geography, April 1972.

B. Harrison. "The Distributions and Scale of Industrial and Commercial Activity in the Urban Ghetto," project on the economics of discrimination, University of Maryland, November 1972.

W. Isard. Methods of Regional Analysis, Cambridge: Massachusetts Institute of Technology, 1960, chapter 9.

The exploitation of urban space

R. Northam. "Vacant Urban Land in the American City," Land Economics, November 1971.

J. Alschuler and I. Footlik. "Industry Can Cut Costs with Multi-Story Buildings," in Mid-Chicago Development Study, Mayor's Committee for Economic Development, U.S. Economic Development Administration, 1966, Vol. 1.

Fordham University Institute for Urban Studies. The Brooklyn Navy Yard: A Plan for Redevelopment, U.S. Economic Development Administration, May 1968, chapters 6 and 11-14.

I. Hoch. "The Three-Dimensional City," in The Quality of the Urban Environment, H. Perloff, ed., Baltimore: Johns Hopkins University Press, 1969.

Museum of Modern Art. The New City: Architecture and Urban Renewal, New York: Museum of Modern Art, 1967.

Project selection: criteria and process

T. Vietorisz and B. Harrison. The Economic Development of Harlem, New York: Praeger, 1970, chapter 3.

B. Harrison. "A Pilot Project in Economic Development Planning for American Urban Slums," International Development Review, March 1968. Reprinted in Black Business Enterprise, R. Bailey, ed., New York: Basic Books, 1971.

C. Winegarden. "Industrialization of the 'Black Economy,'" Review of Black Political Economy, Autumn 1970.

T. Vietorisz. "Quantized Preferences and Planning by Priorities," American Economic Review Proceedings, May 1970.

Feasibility studies and prospectuses

T. Vietorisz and B. Harrison. The Economic Development of Harlem, New York: Praeger, 1970, chapters 4 and 5.

T. Vietorisz and R. Lissak. The Role of the Metalworking Sector in the Development of Harlem, proposal to the federal government and the Harlem Commonwealth Council, September 1968.

C. Tate, ed. Cable Television in the Cities, Washington, D.C.: Urban Institute, 1971.

J. Bergsman and M. Jones. "Modeling Minority Economic Development," Washington, D.C.: Urban Institute, May 1972, Working Paper No. 0200-4, pp. 27-34.

United States Department of Commerce. Growth and Labor Characteristics of Manufacturing Industries, Washington, D.C.: U.S. Government Printing Office, 1972.

National Planning Association. Capacity Expansion Planning Factors: Manufacturing Industries, prepared for U.S. Agency for International Development, 1966, part 1.

4. CONCLUDING PERSPECTIVES

Interfacing ghetto development with the redevelopment and reorganization of the city

T. Vietorisz and B. Harrison. The Economic Development of Harlem, New York: Praeger, 1970, chapter 6.

B. Bergmann and W. Krause. "Evaluating and Forecasting Progress in Racial Integration of Employment," Industrial and Labor Relations Review, April 1972.

B. Harrison. Public Employment and Urban Poverty, Washington, D.C.: Urban Institute, 1971.

S. Perry. "National Policy and the Community Development Corporation," Law and Contemporary Problems, Spring 1971.

A. Mayer. "A New Level of Local Government is Struggling to be Born," City, March/April 1971.

H. Brazer. "Some Fiscal Implications of Metropolitanism," in City and Suburb, B. Chinitz, ed., Englewood Cliffs, N.J.: Prentice-Hall, 1964.

F. Piven and R. Cloward. "Black Control of Cities," New Republic, September 30 and October 7, 1967.

The political economy of urban poverty: inner city economic development in a larger context

B. Schilley. "Class Discrimination vs. Race Discrimination," The Review of Economics and Statistics, August 1971.

T. Vietorisz and B. Harrison. "Ghetto Development, Community Corporations, and Public Policy," Review of Black Political Economy, Autumn 1971.

B. Bergmann. "The Effect on White Incomes of Discrimination in Employment," Journal of Political Economy, March/April 1971.

M. Reich. "The Economics of Racism," in Problems in Political Economy: An Urban Perspective, D. Gordon, ed., Lexington, Mass.: D.C. Heath, 1971.

H. Wachtel. "Capitalism and Poverty in America: Paradox or Contradiction?", American Economic Review Proceedings, May 1972.

H. Sheppard. "Discontented Blue-Collar Workers," Monthly Labor Review, April 1971.

B. Harrison. "Education and Underemployment in the Urban Ghetto," American Economic Review, December 1972.

For a continuous, up-to-date survey of issues in inner city economic development, particularly as they relate to the activities of the community development corporations, students are advised to subscribe to the Center for Community Economic Development Newsletter (monthly). Contact CCED at 1878 Massachusetts Avenue, Cambridge, Mass. for information.

BRANDEIS UNIVERSITY
THE FLORENCE HELLER GRADUATE SCHOOL
FOR ADVANCED STUDIES IN SOCIAL WELFARE

Leonard Hausman
Economics 76bR
Social Welfare 3.25
Spring, 1973

Economics of the Labor Market

Required Books

R. Freeman. Labor Economics, 1972.

A. Rees. The Economics of Trade Unions, 1962.

C. Holt, et al. The Unemployment-Inflation Dilemma: A Manpower Solution, 1971.

Course Outline

1. Wage determination at the level of the firm.

   A. Supply of labor
      Freeman, chapters 1 and 2.

   B. Demand for labor
      Freeman, chapter 4.

   C. Wage determination
      Freeman, chapter 5.
      J. Robinson. An Essay on Marxian Economics, 1966, pp. 6-28.
      H. Sherman. Radical Political Economy, 1972, chapters 5 and 15.

2. Trade unions.

   A. Their nature and functions
      Rees, chapters 1, 2, and 6-10.
      E. Brown. Soviet Trade Unions and Labor Relations, chapters 1-3 and 7-10.

   B. How they influence wages and employment levels in the firm
      Rees, chapters 3 and 4.
      A. Cartter. Theory of Wages and Employment, 1959, chapter 7.
      P. Doeringer and M. Piore. Internal Labor Markets and Manpower Analysis, chapter 4.

3. Wage differentials and the distribution of earnings.

   A. The data
      H. Lydall. The Structure of Earnings, 1968, chapters 3, 5, and 6.

B. The theory

M. Reder. "Wage Differentials: Theory and Measurement," in *Aspects of Labor Economics*, 1962.
L. Thurow. *Poverty and Discrimination*, 1969, chapters 5 and 6.
H. Lydall, chapter 4.
G. Becker. *Human Capital and the Personal Distribution of Income: An Analytical Approach*, 1967.

C. The impact of unions

Rees, chapter 4 (repeat).

4. The inflation-unemployment dilemma and incomes policy.

A. The Phillips Curve

President's Committee to Improve Employment and Unemployment Statistics. *Measuring Employment and Unemployment*, 1962, chapter 2.
Holt, *et al.*, chapters 1-3.
R. Hall. "Why Is the Unemployment Rate So High at Full Employment?", *Brookings Papers on Economic Activity*, 1970, p. 3.
Rees, chapter 5.
H. Sherman, chapter 7.

B. Incomes policy

Holt, *et al.*, chapters 4-6.
L. Ulman and R. Flanagan. *Wage Restraint: A Study of Incomes Policies in Western Europe*, 1971, chapters 1-4 and 9.

5. Manpower and income maintenance policy.

L. Thurow. "Redistribution Aspects of Manpower Policy Training Programs," mimeographed.
C. Green. "Negative Taxes and Monetary Incentives to Work: The Static Theory," *Journal of Human Resources*, Summer 1968.

6. Racial discrimination in the labor market.

L. Thurow, chapter 10.
H. Sherman, chapter 21.
Doeringer and Piore, chapter 7.

UNIVERSITY OF PITTSBURGH
SCHOOL OF SOCIAL WORK

James Cunningham
Course I 381-C
Winter, 1973

Social Welfare

Course Description

This course will examine social welfare from the perspective of resource allocation. The assumption underlying the course is that quality of life is in large part a result of the sufficiency/insufficiency of goods and services, and their distribution among households, firms, and governments. Particularly, the course will seek to determine how the economy of the U.S. operates to determine who gets what. Production and distribution, and their effect on the society, will be looked at historically.

The orthodox view of the economy will be reviewed and critiqued. Differing views on the power and role of the corporation and government will be looked at. Contemporary questions of inflation, employment, income maintenance, and redistribution will be explored.

Finally, the course will look ahead to new social policies. What changes in resource allocation will improve the welfare of society, and how can they be achieved? Where is social work in all this?

Recommended Texts

H. Kohler. *What Economics Is All About*, Hinsdale, Ill.: Dryden Press, 1972.

D. North. *Growth and Welfare in the American Past*, Englewood Cliffs, N.J.: Prentice-Hall, 1966.

W. Biven. *Economics and Public Policy*. Columbus: Charles E. Merrill, 1966.

M. Ulmer. *The Welfare State*, Boston: Houghton-Mifflin, 1969.

J. Galbraith. *The New Industrial State*, New York: New American Library, 1967 (if possible read the 1971 revised edition).

D. Mermelstein. *Economics: Mainstream Readings and Radical Critiques*, New York: Random House, 1970.

Suggested Readings

P. Baran and P. Sweezy. *Monopoly Capital*, New York: Modern Reader, 1966.

F. Barbour, Jr. *Black Seventies*, Boston: Sargent, 1970.

S. Bruchey. The Roots of American Economic Growth, 1607-1861, New York: Harper Torchbooks, 1968.

J. Dales. Pollution, Property, and Prices, Toronto: University of Toronto Press, 1968.

A. Downs. Urban Problems and Prospects, Chicago: Markham Publishing, 1970.

D. Gibson. Thirty Billion Dollar Negro, New York: MacMillan, 1969.

R. Gill. Evolution of Modern Economics, Englewood Cliffs, N.J.: Prentice-Hall, 1967.

R. Heilbroner. Between Capitalism and Socialism, New York: Vintage Books, 1970.

R. Heilbroner. The Making of Economic Society, Englewood Cliffs, N.J.: Prentice-Hall, 1962.

E. Hoover. An Introduction to Regional Economics, New York: McGraw-Hill, 1971.

L. Kelso and M. Adler. The New Capitalists, New York: Random House, 1961.

O. Lange and F. Taylor. On the Economic Theory of Socialism, New York: McGraw-Hill, 1938.

R. Lubove. Struggle for Social Security, Cambridge: Harvard University Press, 1968.

G. Myrdal. Beyond the Welfare State, New York: Bantam Books, 1967.

H. Perloff and L. Wingo. Issues in Urban Economics, Baltimore: Johns Hopkins University Press, 1968.

F. Piven and R. Cloward. Regulating the Poor, New York: Pantheon, 1971.

A. Rees. The Economics of Trade Unions, Chicago: University of Chicago Press, 1962.

M. Giesbrecht. The Evolution of Economic Society, San Francisco: Freeman, 1972.

B. Stein. On Relief, New York: Basic Books, 1971.

H. Stein. The Crisis in Welfare, Cleveland: Case Western Reserve University, 1969.

G. Steiner. The State of Welfare, Washington, D.C.: Brookings Institution, 1971.

M. Stewart. Keynes and After, Baltimore: Penguin Books, 1967.

R. Theobald. *Free Men and Free Markets*, New York: Doubleday Anchor, 1965.

B. Weisbord. *The Economics of Poverty*, Englewood Cliffs, N.J.: Prentice-Hall, 1965.

F. Lundberg. *The Rich and the Super-Rich*, New York: Bantam Books, 1968.

C. Hession. *John Kenneth Galbraith and His Critics*, New York: New American Library, 1972.

G. Lenski. *Power and Privilege, A Theory of Social Stratification*, New York: McGraw-Hill, 1966.

P. Drucker. *The Concept of the Corporation*, New York: New American Library, 1964.

A. Rand. *Capitalism: The Unknown Ideal*, New American Library, 1966.

M. Mintz and J. Cohen. *America, Inc. Who Owns and Operates the United States?*, New York: Dell, 1971.

G. Domhoff. *The Higher Circles: the Governing Class in America*, New York: Random House, 1970.

Course Outline

1. Introduction. Persons and resources, the essential relation for welfare. Basic concepts: primary, secondary, tertiary industry; surplus; technology; market; division of labor; economics of scale; etc.

   Reading: E. Power. "Life on a Country Estate in the Time of Charlemagne."

2. Review of orthodox economics.

   Reading: Kohler, or other basic text.

3. Welfare history of United States society: an economic perspective.

   Reading: North, entire book.

4. Contemporary economic problems and their effect on welfare: income distribution, unemployment, public assistance, taxes, inflation.

   Reading: Biven, pp. 1-177.
   Mermelstein, pp. 265-358.

5. The role of the corporation in distribution and welfare.

   Reading: Galbraith, entire book.
   Mermelstein, pp. 189-264 and 489-552.

6. Government, distribution, and welfare.

   Reading: Ulmer, entire book.
   Mermelstein, pp. 589-620.

7. Social policy for a more humane society: redistribution.

   Reading: Review above.

UNIVERSITY OF PITTSBURGH
GRADUATE SCHOOL OF SOCIAL WORK

James Cunningham
Egbert DeVries
Course SW437/
ESD 273
Winter, 1972

Seminar in Political Economy and Social Welfare

Course Description

A study of resource allocation, power, and the quality of life, this course will include an historical review of economic theory and an application of that theory to several major contemporary human problems. This will be done in a political frame of reference. The assumption is that the forces of political economy largely determine the state of welfare in the world. Each student is expected to make a major creative contribution. There will be two written examinations and no term paper.

Initial Reading

E. DeVries. "Changing Economic Theory: The Impact on Social Welfare Policies," Pittsburgh: Graduate School of Public and International Affairs, 1971 (mimeographed).

Recommended Reading

P. Baran and P. Sweezy. Monopoly Capital, New York: Modern Reader, 1966.

J. Galbraith. The New Industrial State, New York: New American Library, 1971.

K. Marx and F. Engels. The Communist Manifesto, New York: Modern Reader, 1968.

D. Mermelstein. Economics: Mainstream Readings and Radical Critiques, New York: Random House, 1970.

A. Smith. The Wealth of Nations, Baltimore: Penguin Books, 1970.

G. Myrdal. Beyond the Welfare State, New York: Bantam Books, 1967.

M. Stewart. Keynes and After, Baltimore: Penguin Books, 1967.

R. Theobald. Free Men and Free Markets, New York: Doubleday, 1963.

Course Outline

1. Introduction. Discussion of course content, schedule. Review of the

DeVries paper. Review of classical model of the capitalist economy.

2. The origins of classical economics. Relation of Smith's laissez faire to contemporary welfare problems.

   Reading: A. Smith, pp. 1-367.

3. The Marxian reaction. Socialism as a possible alternative to capitalism.

   Reading: Marx and Engels.
   R. Freedman. Marx on Economics, New York: Harcourt, Brace & World, 1961, part 2.
   J. Schumpeter. Capitalism, Socialism, and Democracy, New York: Harper & Row, 1942, pp. ix-199.
   Mermelstein, 4C and 6.

4. The neo-classical synthesis and Keynesian modifications.

   Reading: A. Marshall. Principles of Economics, New York: MacMillan, 1961, Introduction and skim early chapters.
   M. Stewart.
   R. Theobald.

5. Welfare state and international political economy. Are there sufficient resources for all people of the earth? How do we organize an optimal world economy?

   Reading: Myrdal.
   Mermelstein, 2D and 4B.

6. Radical economics and the private corporation.

   Reading: Galbraith.
   Baran and Sweezy.
   Mermelstein, 5A.

7. Catch-up session.

8. Midterm examination.

9. Taxes and welfare.

   Reading: Mermelstein, 3C (47).
   R. Heilbroner. The Making of Economic Society, Englewood Cliffs, N.J.: Prentice-Hall, 1962, chapter 8.
   U. Hicks. Development Finance, New York: Oxford University Press, 1965.

10. New directions in housing and urban development.

    Reading: A. Downs. Urban Problems and Prospects, Chicago: Markham, 1970, pp. 115-175.

H. Eldredge. Taming Megalopolis, New York: Doubleday, 1967, in Vol. 2 chapter 18 on new towns.
French and Hadden. "Mobile Homes: Instant Suburbia or Transportable Slums?", Social Problems, Fall 1968, pp. 219-226.

11. Inner city/outer city: agony and synthesis.

Reading: New York Times 1971 series on "The Outer City."
E. Hoover. An Introduction to Regional Economics, New York: McGraw-Hill, 1971.
R. Bish. The Public Economy of Metropolitan Areas, Chicago: Markham, 1971.

12. Transportation as a vehicle of welfare.

Reading: W. Owen. The Metropolitan Transportation Problem.
OR
D. Reynolds. Economics, Town Planning, and Traffic.
SUGGESTED
W. Thompson. A Preface to Urban Economics, chapter 9.
E. Hoover, chapters 3-5.
H. Eldredge, Vol. 1, pp. 414-429.

13. Racism, economics, and welfare.

Reading: Mermelstein, 2B and 3B.
A. Downs, chapter 3.
D. Gibson. Thirty Billion Dollar Negro, New York: MacMillan, 1969.
F. Barbour, Jr. Black Seventies, Boston: Sargent, 1970, "Declaration of Black Independence."

14. Population, international discrepancies and the future.

Reading: R. Heilbroner, chapter 10.
A. MacEwan and T. Weisskopf. Perspectives on the Economic Problem, Englewood Cliffs, N.J.: Prentice-Hall, 1970, pp. 296-333.
T. Weisskopf. "Capitalism, Underdevelopment, and the Future of the Poor Countries," World Law Fund Occasional Papers, 1970.
G. Lagos. International Stratification and Underdeveloped Countries, Chapel Hill: University of North Carolina Press, 1963.

15. Final examination.

IV. THE SPECIAL MANPOWER PROBLEMS OF THE DISADVANTAGED

The problems of poverty, of the unemployed, and of welfare recipients constitute a major area of course content material sent to us. These concerns occupy the interest of social work educators and economists alike, who deal with them in several interesting ways.

The emphasis of Dennis Derryck's course at Brandeis focuses on manpower programs and examines the extent to which they have or have not assisted a variety of disadvantaged groups. The approach utilized by Gerald Somers at Wisconsin from the standpoint of a school of economics and industrial relations begins by examining the economics and sociology of poverty and unemployment. He then assesses basic manpower issues and the politics of specific programs to aid the disadvantaged.

Joseph Vigilante at the New School analyzes poverty in terms of its economics, sociology, and political considerations and then examines a series of programs, including manpower, that have attempted to deal with such problems. Edward Schwartz at the George Warren Brown School of Social Work at Washington University looks at the special problems of one special group of disadvantaged, namely welfare recipients, from the standpoint of their attitudes towards work and the opportunities available to them.

Finally, Madison Foster at the University of Michigan School of Social Work examines the Black community in terms of its particular political, and economic needs and problems. Willis Nordlund, as part of the West Virginia School of Social Work's rural manpower project, reviews poverty and social welfare with particular emphasis upon economic and public policy considerations.

It is worth noting here that work and employment factors, critical to individual self-sufficiency and self-respect, have to a very large extent remained absent to date from social work curricular attention and development. Although they are now only beginning to be offered as electives, much of the enclosed material within this section seems rightfully to belong within more basic core content, required of all social work students.

BRANDEIS UNIVERSITY
THE FLORENCE HELLER GRADUATE SCHOOL
FOR ADVANCED STUDIES IN SOCIAL WELFARE

Mr. Derryck
Course 5.32
Spring, 1972

Manpower Problems of the Disadvantaged

Present manpower programs for the disadvantaged are examined and evaluated for their adequacy. Topics to be discussed are:

I. Determinants of the Disadvantaged

   A. Who are the disadvantaged. Analysis by race, sex, and geographic location.

   B. The working poor. Their mobility patterns.

   C. Other determinants of the disadvantaged. Analysis of the shift in terms of types of jobs and their location.

   D. Government definition of the disadvantaged.

II. Labor Markets

   A. Primary and secondary labor markets.

   B. The tri-partite economy.

   C. Illegal and informal labor markets.

III. Manpower Programs of the 1960's

   A. The development of manpower policy.

   B. Analysis of manpower programs around criteria to be developed by the class. Programs to be reviewed will include MDTA, Job Corps, NAB-JOBS, CEP.

IV. Manpower Delivery Systems

   A. Changing role of the employment service through an analysis of various models: Human Resources Development (HRD), Employability Development Teams, Conceptual Model (COMO), Job Bank, CAMPS and Management reform.

V. Evaluation of Program Efforts

   A. Selected evaluation will be looked at in detail. Among these will be Boston's ABCD and Apprenticeship Outreach Programs.

VI. Upgrading Efforts in Low Wage Industry

- A. Farm workers in Massachusetts.
- B. Household workers.
- C. Management role in upgrading.
- D. Analysis of demonstration project (TIPP) in upgrading.

VII. Role of Public Sector Employment

- A. Public sector employment in the 1970's.
- B. Needed reforms.
- C. New Careers: program.
- D. Emergency Employment Act.

UNIVERSITY OF WISCONSIN
SCHOOL OF ECONOMICS AND INDUSTRIAL RELATIONS

Mr. Somers
IR/Econ 300
Spring, 1973

Employment Problems of the Disadvantaged

Course Objectives

This course is aimed primarily at students who are or may be interested in careers concerned with problems of the disadvantaged. Included in its objectives are: 1) to give students some appreciation for the many aspects of the problems; 2) to expose them to the writings and related research; 3) to provide opportunities to hear persons directly engaged in the field; and 4) to provide work opportunities in social action agencies.

The course is organized into three phases. Phase one is the classroom instruction, which utilizes the lecture and workshop approach. This phase draws upon participating faculty from many disciplines, along with outside experts as guest lecturers. Phase two involves optional student field work in the summer. The field work component requires employment in an agency or in an activity concerned with some aspect of the employment problems of the disadvantaged. Phase three involves the preparation and submission of papers which describe and evaluate the student's field work experience. An additional three credits is given for the field work and paper if students choose this option.

Required Reading

C. Brecher. Upgrading Blue Collar and Service Workers, Baltimore: Johns Hopkins University Press, 1972, 113 pp.

D. Hiestand. Discrimination in Employment, Ann Arbor: University of Michigan Press, 1970, 68 pp.

U.S. Department of Labor. Manpower Report of the President, 1972.

L. Ferman, et al., eds. Negroes and Jobs, Ann Arbor: University of Michigan Press, 1968.

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Course Outline

Class 1 Introduction

Speaker: Gerald Somers, Economics and Industrial Relations

THE SOCIO-ECONOMIC-POLITICAL ENVIRONMENT OF THE DISADVANTAGED

Class 2 The Economics of Poverty

Speaker: Robert Lampman, Economics

Class 3 The Economics of Poverty

Speaker: Robert Lampman, Economics

Reading: Lampman, chapters 1, 3, 8, and 9.

Class 4 The Sociology of Poverty and Unemployment

Speaker: Jack Ladinsky, Sociology

Reading: Ferman, chapter 2 and pp. 415-433.

Class 5 Field Work Reports of Former Participants

Class 6 Basic Issues in Policies to Aid the Disadvantaged

Speaker: Sar Levitan, Associate Director, National Manpower Policy Task Force

Reading: Levitan, Programs in Aid of the Poor, chapter 1.
Task Force, Manpower Policies: A Look Ahead.

Class 7 The Politics of Poor Relief

Speaker: Matthew Holden, Jr., Political Science

Reading: Holden, "The Politics of Poor Relief."

POLICIES TO AID THE DISADVANTAGED

Class 8 Methods for Evaluation of Social Action Programs

Speaker: Glen Cain, Economics

Reading: Cain and Hollister reprint on methodology.

Class 9 Job Counseling for the Disadvantaged

Speaker: Merritt Norvell, Assistant to Vice-Chairman of Student Affairs

Reading: Ferman, chapter 3.

Class 10 Role of the Employment Service

Speaker: Ed Kehl, Administrator, Wisconsin State Employment Service

Reading: Ferman, chapter 4.

Class 11 Federal Manpower Policies: An Overview

Speaker: Gerald Somers, Economics

Reading: Manpower Report of the President, chapters 1 and 3.

Class 12 The Hiring and Selection Process of Industry

Speaker: Herbert Heneman, Business

Reading: Ferman, pp. 323-338.

Class 13 Work Versus Welfare

Speaker: Joel Handler, Law

Class 14 Some Experiments in Income Maintenance

Speaker: Lee Bawden, Poverty Institute

DISCRIMINATION IN EMPLOYMENT

Classes 15, 16 Contemporary Machinery to Prohibit Employment Discrimination

Speaker: James Jones, Law and Industrial Relations

Reading: Hiestand, chapters 1-9.

Class 17 Employment Discrimination in Wisconsin

Speaker: Phil Lerman, Chairman, Department of Industry, Labor, and Human Relations

Class 18 Employment Discrimination in Madison

Speaker: Myron Robinson, Executive Director, Madison Urban League

Class 19 Philadelphia Plan and Beyond

Speaker: William Kilberg, Associate Solicitor of Labor, Division of Civil Rights

Reading: Ferman, chapter 6.

Class 20 Construction Industry Home Town Plans: Current EEO Enforcement Problems

Speaker: Gerald Thomas, Afro-American Studies

PUBLIC AND PRIVATE PROGRAMS TO INCREASE EMPLOYMENT

Class 21 The WIN Program

Speaker: Jennifer Clifton, Associate Director, Madison Urban League

Class 22 Mexican-American Problems and the Federal Response

Speaker: Eduardo Pena, Director of Compliance, OFCC

Class 23 Effects of Education on Employment of the Disadvantaged

Speaker: Thomas Ribich, Poverty Institute

Class 24 Recruitment and Training the Disadvantaged

Speaker: Ernest Green, Executive Director, Recruitment and Training Program, Inc.

Reading: Brecher, chapters 1, 4, and 5.

Class 25 Employer Response to Employment Problems of the Disadvantaged

Speaker: Sydney Forbes, Wisconsin Power and Light Company

Reading: Brecher, chapters 2, 3, and 6.

Class 26 Union Response to Employment Problems of the Disadvantaged

Speaker: William Beckham, Administrative Assistant to the President, United Auto Workers

Class 27 Sex Discrimination: the Rising Protest

Speaker: Norma Briggs, Industry, Labor and Human Relations

Class 28 The Case for Job Quotas

Speaker: Herbert Hill, NAACP

Class 29 Wage Subsidies to Increase Employment

Speaker: Robert Haveman, Poverty Institute

Class 30 A Review of Manpower and Public Employment Policies

Speaker: William Bechtel, Director, Wisconsin Manpower Council

NEW SCHOOL FOR SOCIAL RESEARCH

J.L. Vigilante
Fall, 1972

Economic Politics and Sociology of Poverty

Class 1 Extent and Public Image of Poverty

A. Definitions. Poverty: case poverty, insular poverty. Deprivation.

B. Poverty and family levels of living.

C. Poverty and unemployment.

D. Poverty, race and ethnicity.

Reading: J. Galbraith. The Affluent Society, New York: Mentor Books, 1958, chapters 1, 2, 3, 4, and 8.
M. Harrington. The Other America, New York: MacMillan, 1962, Appendix ("Definitions").
Conference on Economic Progress. Poverty and Deprivation in the United States, Washington, D.C.: U.S. Government Printing Office, 1962, chapters 3, 5, and 7.
W. Spring, et al. "Crisis of the Underemployed," New York Times Magazine, November 5, 1972, p. 42.
U.S. Bureau of the Census. "Characteristics of the Low-Income Population, 1970," Washington, D.C.: U.S. Government Printing Office, 1971 (Current Population Reports, series no. 60 and no. 81).
President's National Advisory Commission on Rural Poverty. The People Left Behind, Washington, D.C.: U.S. Government Printing Office, 1967.

Class 2 Economics and Poverty

A. Economic indicators. GNP and cost of living, employment unemployment, corporation profits.

B. Cyclical theories.

C. Distribution.

D. Inflation.

E. Economic options. Monetary and fiscal, structural, public works, training, public employment.

Reading: A. Burns. "Economics and our Public Policy of Full Employment," in Should the Federal Government

Establish a National Program of Work for the Unemployed?", Washington, D.C.: U.S. Government Printing Office, September 1964, p. 104.
J. Galbraith. The Industrial State, Boston: Houghton-Mifflin, 1967, chapters 1, 20, 21, 22, 35.
M. Friedman. Capitalism and Freedom, Chicago: University of Chicago Press, 1962, chapters 2, 3, 5, and 8.
P. Samuelson. Economics, An Introductory Analysis, New York: McGraw-Hill, chapters 11, 13, 18, 19, and 22.
M. Gordon. The Economics of Welfare Policies, New York: Columbia University Press, 1963, Introduction and chapters 1, 3, and 6.
S. Fabricant. "Productivity and Economic Growth," in Technology and Social Change, E. Ginzberg, New York: Columbia University Press, 1964, chapter 1.

Class 3 Sociology of Poverty

A. Urbanism, industrialism, technology.

B. The new ghetto.

C. Poverty life styles.

D. Rural poverty.

E. Poverty and family life. Poverty and health. Poverty and education.

F. Poverty and racism.

G. Poverty and the aged.

Reading: L. Irelan. Low Income Life Styles, Washington, D.C.: U.S. Government Printing Office.
M. Harrington. The Other America, New York: MacMillan, 1962, chapters 2, 5, and 8.
Kerner Commission. Report of the National Advisory Commission on Civil Disorders, chapters 6, 8, and 9.
C. Schultze. Setting National Priorities, Washington, D.C.: Brookings Institution, 1972, chapters 7, 8, 9, and 10.
R. Will and H. Vatter. Poverty in Affluence, New York: Harcourt, Brace & World, 1965, pp. 10-11.
F. Piven and R. Cloward. Regulating the Poor: The Functions of Public Welfare, New York: Vintage Books, 1973.
L. Rainwater. Behind Ghetto Walls, Chicago: Aldine Publishing Co., 1970, Introduction, chapter 1.

Class 4 Politics of Poverty

A. Poverty and role of government.

B. Poverty as a political issue.

C. Politics and the organization of the poor.

Reading: R. Will and H. Vatter. Poverty in Affluence, New York: Harcourt, Brace & World, 1965, pp. 201-217.
J. Donovan. The Politics of Poverty, New York: Pegasus Publishers, 1967.
S. Stern. "Down and Out in New York," New York Times Magazine, October 22, 1972, p. 16.
J. Vigilante. "Ethnic Affirmation, or Kiss Me, I'm Italian," Social Work, Vol. 17 No. 3, May 1972.

Class 5 Programs to Combat Poverty

A. Income Maintenance.

B. Training.

C. Employment.

D. Manpower.

E. Area re development.

Reading: E. Burns. Social Security and Public Policy, New York: McGraw-Hill, 1956, Introduction, chapters 4 and 14.
C. Schultze. Setting National Priorities, Washington, D.C.: Brookings Institution, 1972, chapters 1 and 6.
R. Will and H. Vatter. Poverty in Affluence, New York: Harcourt, Brace & World, 1965, chapter 8.
I. Hoos. Retraining the Work Force, Berkeley: University of California Press, 1967, p. 255.
S. Levitan. Programs in Aid of the Poor, Washington, D.C.: W.E. Upjohn Institute, 1965.
W. Spring, et al. "Crisis of the Underemployed," New York Times Magazine, November 5, 1972, p. 42.
J. Vadacin. "A Critique of the Guaranteed Annual Income," The Public Interest, No. 11, Spring 1968, p. 53.

Class 6 Historical Efforts to Deal with Poverty

A. Poor Laws.

B. "Scientific" solutions.

C. Repression, rehabilitation, or regulation.

D. Work as a social instrument.

Reading: R. Will and H. Vatter. Poverty in Affluence, New York: Harcourt, Brace & World, 1965, chapter 3 and pp. 258-274.
H. Wilensky and C. Lebeaux. Industrial Society and Social Welfare, New York: Free Press, 1965, Introduction, chapters 2, 4, 5, and Appendix.
K. DeSchweinitz. England's Road to Social Security. Baltimore: Penguin Books, 1961, chapters 1-8 and 21.

Class 7 Impact of Contemporary Programs

A. Re employment and unemployment.

B. Re family and individual rehabilitation.

C. Re family and individual income.

D. Re national posture and policy.

Reading: C. Schultze. Setting National Priorities, Washington, D.C.: Brookings Institution, 1972, chapter 15.
J. Vigilante. Welfare Reform, A Nixon Myth, (mimeo).
S. Levitan. Antipoverty Work and Training Efforts, Goals and Reality, joint publication, Washington, D.C.: Institute of Labor and Industrial Relations and National Manpower Policy Task Force, August 1967.
H. Gans. "Three Ways to Solve the Welfare Problem," New York Times Magazine, March 7, 1971, p. 26.

WASHINGTON UNIVERSITY
GEORGE WARREN BROWN SCHOOL OF SOCIAL WORK

Edward Schwartz
Social Work 688
Fall, 1970

Seminar on Work and Welfare

The rediscovery of the phenomenon of poverty amidst plenty was an outstanding development of the past decade. Toward the end of the decade of the '60's the need to improve the nation's social security system and specifically the need to reform the federal-state public assistance programs became increasingly evident.

Bills providing for new forms of governmental financial assistance to the poor were introduced into the 90th Congress by some of the younger members of Congress, and into the 91st Congress by both the Nixon administration and by the leadership of the loyal opposition. The outcome of the debate on the current proposals will have highly important economic, political, and social consequences for the nation. Discussion to date of proposals for a guaranteed income, of the negative income tax, and other ways of increasing the income of the poor has provided evidence of the heuristic value of raising questions about our welfare system. The issues raised turn out to be of interest not only to social workers and social scientists, but also to philosophers, theologians, historians, and lawyers.

A most salient and controversial aspect of the current public debate on government payments to the poor is that concerning the preservation of their incentive to work. The concern lest relief of the poor diminish the supply of labor has dominated public policy throughout the welfare history of this country (and that of England since the time of the Elizabethan Poor Laws), and constitutes one of the major problems in developing a modern, effective income-assurance system. The major question posed for this seminar is "What is involved in relating a governmental income-assurance system to the economy of the United States?"

The primary purpose of the seminar is to stimulate interest in research in social welfare policy. Although priority will be given to the work-welfare issue, consideration will also be given to other research problems opened up by the leading income-maintenance proposals (e.g., the Nixon Family Assistance Plan, the recommendations in the Heineman Report, and Conyers and Harris Bills). A list of topics, beginning with those related to work, is offered to suggest the kinds of issues which seem to inhere in these and other leading proposals for reform of the public assistance programs.

Preference in registration will be given to doctoral students. Members of the seminar will be invited to prepare statements on one of the issues selected for discussion. Both the written statements and the ensuing discussion of them should focus on (1) analysis of what is known about a given issue, and (2) what is not known but seems to be both important and researchable. An effort will be made to summarize and appraise completed research, to take note of research in process (e.g., field experiments in New Jersey, Indiana, Washington, and elsewhere) and to give special attention to ideas generated in the seminar for investigation and research. The seminar may therefore been seen as an exploration of research problems, opportunities, and strategies in a particular case of planned social change.

List of Possible Topics

The following list of topics is intended to indicate the range of questions which have arisen in past discussions of income-maintenance proposals. They are not all equally important nor equally susceptible to a research approach, and only a small number can be adequately dealt with in a seminar. The members of the seminar will be expected to develop and make known their own interests in the subject matter and to participate in the selection and ordering of topics for discussion.

Topics regarding work. Most of the leading proposals for reform of the public assistance programs include provisions for permitting families with employed members whose income is below a "national minimum" or poverty-line to receive government benefit payments and, in order to maintain the incentive to work, to retain a portion of their earnings. The Nixon proposal also imposes a work (or vocational training) requirement as a condition of eligibility for assistance. The topics immediately below relate to these provisions.

1. Inclusion in the income-maintenance programs of the "working poor and near-poor."

   Rationale: political, economic, and other for inclusion of this population. Why are families with employed members poor: low wages, underemployment, large families? Are government benefits the treatment of choice?

   Effects of inclusion of the near-poor on the coverage, costs and administration of income-maintenance programs.

   Effects of government supplementation of wages on marginal firms. On wage levels in marginal industries. On marginal workers. Relationship to minimum wage laws.

2. Work incentive provisions.

   Are reasons for these provisions primarily economic or political? Probable effectiveness of work incentive provisions, based on experience with WIN (Work Incentive Programs) in public assistance. Differences in results to be expected under new proposals. Are the work incentive provisions essential to the new proposals? What would be the effects--political, economic, social--of eliminating them?

3. Work requirements.

If work incentive provisions are expected to be effective why is a work requirement necessary?

Is the rationale for the work requirement economic or political?

Effects of required work in general? With respect to mothers of young children.

Does required work constitute forced labor and so infringe on civil rights?

Administration of work requirements, definition of "employability" and "suitable employment" and placement of authority for decision-making.

What would be the consequence of eliminating the work requirement provisions?

4. The government as a guarantor of employment.

Why has the Federal government failed to implement the full-employment policy adopted in the Employment Act of 1945?

If work is seen as preferable to welfare payments should not the government assume the responsibility of becoming the employer of "last resort?"

5. Child care programs.

Is it likely that the government will be able to provide quality day care in sufficient volume to enable any substantial numbers of interested mothers to take training and employment? What are the problems involved? If overcome, could this be seen as a major contribution to child and family welfare?

6. Vocational training programs.

What does experience under WIN and other manpower training programs indicate as possible outcomes and desired training emphasis for ethnic minority groups? For young people? For women? What effect, if any, might new and expanded training programs have on the movement for "new careers in the human services."

7. The meaning of work.

What is the extent and nature of alienation from work in American society?

What effect would the work features of the proposed new income programs have on attitudes toward work and society? Are there more positive and effective approaches to the reform of work? Changing organizational structure? Changing the nature of tasks? Changing motivation?

Are there positive human uses of cybernation?

8. Popular attitudes toward transfer payments to the poor.

What is the nature and distribution in the general population of negative attitudes toward the poor? Are these attitudes rooted in culturally determined and relatively fixed values, or can they be fairly readily modified by education, changes in situation and new experiences? What effect will the new income programs have on these attitudes? What is likely to be the public reaction to anticipated future efforts to increase amounts of payments?

Other important topics. Although questions relating to work appear to be the most controversial and critical emerging from the new proposals, some of the other basic issues which may also call for careful analysis and research are listed below.

1. Concepts of poverty.

Is "poverty" absolute or relative? How is poverty measured? What is the relation of concepts of poverty and egalitarian ideologies?

What are recent trends in income distribution?

2. The idea of a national minimum income.

Why, for the first time in the history of this nation, is a federal administration now proposing to (1) establish a national minimum income, and (2) come close to guaranteeing a minimum income?

3. Alternative approaches for dealing with poverty.

Is government intervention in any form required? Desirable?

Many approaches other than the federal-state public assistance programs and federal income transfers have been discussed and tried in the United States (e.g., stimulation of employment through economic growth, removal of structural obstacles to employment and economic opportunity, provision of social services to individuals and families, state and local responsibility for poor relief, provision of assistance in kind.) Have these approaches been proved to be inadequate? Can they now be abandoned? What are the advantages and disadvantages of proposals for demogrants, such as the McGovern proposal for children's allowances, or expanded use of social insurance?

4. Effects of new programs on recipients.

What families will benefit how much from the new programs as compared with present public assistance programs? Is there evidence of a "Southern strategy" in the anticipated distribution of benefits?

Will increasing the income of the poor result in a proportionate rise in "standard of living" or will programs be so inflationary that the poor will still be relatively poor?

Will poor families know how to make good use of increased income?

Will procedures for determining eligibility and amount of payments effect family formation, cohesion, and dissolution?

Effects on mobility-geographic, social?

5. Financing of income transfers.

Problems in estimating expenditures under the new program.

Shifts in financial responsibility from states and localities to federal government under new formulae for sharing expenditures for family assistance and for categorical public assistance.

What would be the effects of federal tax-sharing with states on income-assurance programs?

Effects on tax structure: federal-state-local and general effect on the economy. Will some regions of the country benefit more than others?

Is the fiscal ability of the federal government adequate to finance income-maintenance proposals?

Differences between expenditures and costs. Do we need a cost-benefit approach to evaluation of different proposals?

6. Administration of the new programs.

Effects on inter-governmental relations. Methods of determining eligibility, determining amount of payment, time periods for computing family income.

Relation to administration of social security and collection of income tax.

Use of computers and the "intrusion of privacy" issue.

7. Relation of income-maintenance to other social service programs.

Separation of administration or social welfare services to families and individuals from administration of income payments.

Necessity for a residual public assistance program.

Effects on health, housing and educational needs and deficits.

Readings on Work and Welfare in the United States

1. Congressional documents on the Family Assistance Plan.

Hearings before Committee on Ways and Means, House of Representatives, 91st Congress, First Session on the Social Security and Welfare Proposals, parts 1-7, 1969, Washington, D.C.: U.S. Government Printing Office, 1970.

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2. The development during the 1960's of the guaranteed income and negative tax ideas.

M. Friedman. Capitalism and Freedom, Chicago: University of Chicago Press, 1962, chapter 11.

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3. Influential antecedent writings.

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Ad Hoc Committee for the Fund for the Republic. "The Triple Revolution," *Advertising Age*, April 6, 1964.

4. Poverty and its treatment

G. Dunne, ed. *Poverty in Plenty*, New York: P.J. Kennedy & Sons, 1964.

L. Ferman, *et al.*, eds. *Poverty in America*, Ann Arbor: University of Michigan Press, 1965.

M. Gordon, ed. *Poverty in America*, San Francisco: Chandler, 1965.

B. Seligman, ed. *Poverty as a Public Issue*, New York: Free Press, 1965.

B. Weisbrod, ed. *Economics of Poverty: An American Paradox*, Englewood Cliffs, N.J.: Prentice-Hall, 1965.

L. Fishman, ed. *Poverty and Affluence*, New Haven: Yale University Press, 1966.

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H. Krosney, ed. *Beyond Welfare: Poverty in the Supercity*, New York: Holt, Rinehart & Winston, 1966.

H. Meissner, ed. Poverty in the Affluent Society, New York: Harper & Row, 1966.

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E. Rolph. "The Case for a Negative Income Tax Device," *Industrial Relations*, February 1967, pp. 155-165.

W. Klein. "Some Basic Problems of Negative Income Taxation," *Wisconsin Law Review*, Summer 1966, pp. 776-800.

A. Schorr. "Against a Negative Income Tax," *Public Interest*, Fall 1966, pp. 110-117.

B. Seligman and R. Lekachman. "Guaranteed Incomes and Negative Taxes: Pro and Con, The Guaranteed Annual Income," *Christianity and Crisis*, Vol. 25, 1966, pp. 304-10.

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J. Curt. "A Guaranteed Income: Next Step in the Evolution of Welfare Policy?", *Social Service Review*, June 1968, pp. 216-231.

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L. Hausman. "The Welfare Tax Rate," *Trans-Action*, Vol. 6 No. 6, April 1969.

D. Mitchell. "A Simplified Approach to Income Policy," *Industrial and Labor Relations Review*, Vol. 22 No. 4, July 1969.

H. Watts. *Graduated Work Incentives: An Experiment in Negative Taxation*, Madison: University of Wisconsin Institute for Research on Poverty, January 1969.

R. Nixon. Nationwide radio and television address, August 8, 1969, reprinted in *Welfare in Review*, Vol. 7 No. 5, September/October 1969, pp. 1-6.

12. The economics of welfare.

O. Eckstein. *Studies in the Economics of Income Maintenance*, Washington, D.C.: Brookings Institution, 1957.

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M. Gordon. *The Economics of Welfare Policies*, New York: Columbia University Press, 1963.

J. Pechman. "The Rich, the Poor, and the Taxes They Pay," *The Public Interest*, Vol. 17, Fall 1969, pp. 21-43.

A. Schorr. "Income Maintenance and the Birth Rate," *Social Security Bulletin*, December 1965.

R. Titmuss. *Essays: Re the Welfare State*, New York: Pegasus Books, 1965.

R. Titmuss. "The Role of Redistribution in Social Policy," *Social Security Bulletin*, June 1965.

T. Schultz. *Investment in Poor People*, Washington, D.C.: U.S. Department of Labor Manpower Administration, 1966.

[1] Adapted from A. Etzioni, *A Comparative Analysis of Complex Organizations*, New York: Free Press, 1961.

[2] Includes employment in own business.

[3] Adapted from H. Arendt, *The Human Condition*, Chicago: University of Chicago Press, 1970.

Seminar on Work and Welfare

A TYPOLOGY OF HUMAN ACTIVITY WITHIN A LABOR MARKET FRAMEWORK FROM THE VIEWPOINT OF INDIVIDUALS RESPONDING TO VARYING STIMULI

Nature of Stimulus[1]	Labor Market Status			
	Employed[2] and Active	Employed and Inactive	Not Employed and Active	Not Employed and Inactive
Normative: opportunity for self-expression, feeling of autonomy and efficacy; service to others	Work:[3] desirable, interesting activity, e.g. the professions, arts and crafts		Voluntary Work, Leisure: desirable, interesting activity, e.g. childcare, churchwork, gardening	
Calculative: opportunity to trade time and effort for economic and social betterment	Labor:[3] uninteresting, exhausting, dangerous, dirty, or otherwise disagreeable but acceptable tasks		Voluntary Labor: uninteresting, exhausting, dangerous, dirty, or otherwise disagreeable but acceptable tasks	
Coercive: necessity of yielding to physical force or economic pressure in order to survive	Forced Labor: unacceptable activity		Slavery: unacceptable activity	
One or more of the above			Preparation: training for and seeking employment	
Other		Getting By: goldbrick, featherbed, waiting, being stockpiled	Other than the above	Killing Time: loaf, being passively entertained

UNIVERSITY OF MICHIGAN
SCHOOL OF SOCIAL WORK

Madison Foster
Social Work 617
Fall, 1972

Political and Economic Behavior of the Black Community

Course Description

This course draws upon current theory and research relevant to examining the economic, political and social processes in the black community. Consideration will be given to the power relationship between black institutions and institutions of the white community. Particular attention will be given to the position of blacks in American society. It will also focus on informal and formal organizational development and strategies and tactics for black self-determination.

Course Objectives

This course seeks to provide the students with a basic understanding of some of the key political and economic problems facing the black community. A second objective is to provide the student with basic knowledge of the societal variables that condition the behavior of black institutions. A final objective is to acquaint the student with some of the forces and variables that he or she must deal with in designing meaningful strategies for change at the personal, group, organizational and community levels.

Course Domain

Such topics as the following will be included in the course:

1. Conceptions of the black community

2. Models for analyzing the relationship between the black and white communities (colonial models, comparative ethnic systems models, class/caste models, etc.)

3. Governmental institution and the black community
    - Housing and urban renewal
    - The school system
    - Welfare and health

4. Economic institutions and the black community
    - Capital formation and development
    - Employment and manpower
    - Labor unions

5. The responses of the black community to these institutions
    - Political behavior (pressure groups, coalition, political socialization, voting behavior, etc.)
    - Civil rebellion

Black power
Separatism
Revolution

6. Organizational development in the black community (participation in voluntary organizations, leadership, etc.)

7. Problem of social change and the black community

Course Design

The course will be conducted by a lecture-discussion format. Few outside meetings will occur. Economists, political scientists, social planners, and black activists will be invited as guest lecturers and discussants on selected aspects of the political economy of the black community.

Course Assignments

Each student is expected to select an area of interest from the course outline and to carry out independent research on a given topic. This paper should reflect the student's familiarity with the literature as well as indicate implications for social work practice in the context of the black community.

UNIVERSITY OF WEST VIRGINIA
SCHOOL OF SOCIAL WORK

Willis Nordlund
Social Work 380

The Economics of Poverty and Social Welfare Policy

Course Outline and Readings

1. Introduction. Assignment of papers.

2. Description, definition, and magnitude of poverty.

   B. Seligman. Permanent Poverty, chapter 2.
   T. Marmor. Poverty Policy, chapter 1.
   M. Gordon. Poverty in America, chapter 7 and 21.
   B. Seligman. Poverty as a Public Issue, Miller article, pp. 20-51.
   L. Ferman, et al. Poverty in America, chapters 1 and 2.
   S. Levitan. Programs in Aid of the Poor for the 1970's, chapter 1.
   R. Lubove. Poverty and Social Welfare in the United States, Hunter article, pp. 7-18.

3. and 4. Measurement of poverty, conceptual and practical issues.

   L. Ferman, et al. Poverty in America, chapter 1.
   Economic Report of the President, chapter 5, pp. 151-579.
   E. Budd. Inequality and Poverty, pp. 167-179.
   J. Galbraith. The Affluent Society, chapter 23.

5. Overview of Appalachian poverty.

   B. Seligman. Permanent Poverty, chapter 6.
   L. Ferman, et al. Poverty in America, pp. 470-480.
   N. Hansen. Rural Poverty and the Urban Crisis, chapter 4.
   M. Gordon. Poverty in America, chapter 27, pp. 390-400.
   B. Seligman. Poverty as a Public Issue, pp. 152-176.

6. International comparisons

   L. Zimmerman. Poor Lands, Rich Lands: The Widening Gap, chapters 2 and 3.
   J. Chandler. "An International Comparison," Perspectives on Poverty.
   Committee for Economic Development. How Low Income Countries Can Advance Their Own Growth.

7. Causes of persistent poverty, conclusion

   B. Seligman. Permanent Poverty, chapter 1.
   M. Gordon. Poverty in America, part 1.
   "Facts and Fictions About the Poor," No. 3, Perspectives on Poverty.
   J. Galbraith. Economic Development, chapter 2.

8. Introduction to income distribution and its determinants. First paper.

E. Budd. Inequality and Poverty, in part 2 pp. 50-79 and in part 3 pp. 91-104.
M. Friedman. Capitalism and Freedom, chapter 10.
M. Gordon. Poverty in America, pp. 102-128.
L. Zimmerman. Poor Lands, Rich Lands: The Widening Gap, chapter 7.

9. Concepts of equality. U.S. income distribution, past and present.

E. Budd. Inequality and Poverty, in part 1 pp. 27-37 and in part 4 pp. 134-139.
R. Baldwin. Economic Development and Growth, pp. 1-8.
C. Wilcox. Toward Social Welfare, chapter 1.
L. Ferman, et al. Poverty in America, pp. 153-171.

10. The 'welfare' state and its alternatives.

C. Wilcox. Toward Social Welfare, chapter 21.
B. Seligman. Permanent Poverty, chapter 11.
T. Marmor. Poverty Policy, chapter 3.

11. The strategies of the war on poverty and social welfare systems.

S. Levitan. Programs in Aid of the Poor for the 1970's, chapters 2 and 5.
B. Seligman. Poverty as a Public Issue, pp. 272-320.
M. Friedman. Capitalism and Freedom, chapter 11.
T. Marmor. Poverty Policy, chapter 3.
M. Gordon. Poverty in America, chapter 30.
C. Wilcox. Toward Social Welfare, chapters 6 and 21.
S. Levitan, et al. Towards Freedom From Want, pp. 34-60 and 219-243.

12. and 13. Income maintenance programs.

S. Levitan, et al. Towards Freedom From Want, pp. 162-218.
E. Budd. Inequality and Poverty, pp. 186-213.
C. Wilcox. Toward Social Welfare, chapter 15.
M. Gordon. Poverty in America, pp. 225-264.
T. Marmor. Poverty Policy, pp. 28-54, 108-116 and 150-204.
M. Friedman. Capitalism and Freedom, chapter 12.
S. Levitan. Programs in Aid of the Poor for the 1970's, chapter 2.
President's National Advisory Commission on Rural Poverty. Rural Poverty in the U.S., chapter 23.

14. Retirement security programs and the aged. Second paper.

President's National Advisory Commission on Rural Poverty. Rural Poverty in the U.S., chapter 3.
S. Levitan. Programs in Aid of the Poor for the 1970's, chapter 2.

B. Seligman. *Poverty as a Public Issue*, pp. 85-101.
M. Gordon. *Poverty in America*, pp. 227-239.
L. Ferman, *et al*. *Poverty in America*, pp. 119-123.
B. Seligman. *Permanent Poverty*, chapter 4.
S. Levitan, *et al*. *Towards Freedom From Want*, pp. 63-87.
C. Wilcox. *Toward Social Welfare*, chapter 3.
J. Turnbull, *et al*., eds. *Economic and Social Security*, chapters 3 and 5.

15. Health security programs.

J. Turnbull, *et al*., eds. *Economic and Social Security*, chapters 11 and 12.
C. Wilcox. *Toward Social Welfare*, chapter 9.
L. Levitan. *Programs in Aid of the Poor for the 1970's*, chapter 4.
President's National Advisory Commission on Rural Poverty, *Rural Poverty in the U.S.*, chapters 4, 18, 19 and 21.

16. Review and assessment.

M. Gordon. *Poverty in America*, chapter 29.
L. Ferman, *et al*. *Poverty in America*, pp. 443-456.
C. Wilcox. *Toward Social Welfare*, chapter 20.
J. Turnbull, *et al*., eds. *Economic and Social Security*, chapter 18.

17. Final examination.

Paper Topics

Poverty issue

The cost of reducing school dropouts in America.
What would adequate medical care cost for the poverty group?
What would it cost to adequately house all those presently defined as poor?
Dominant social welfare programs in Appalachia.
Unique problems of the Negro poor.
Technological change and the poor.
The cost and impact of relocating the poor.
Where are the answers: the poor as the administrators of poverty programs?
Are people poor because they have large families or do poor families produce more children?

Welfare issue

The alternatives of welfare and workfare.
Problems and prospects of the aging poor.
The impact of birth control programs on social welfare.
The impact of racial discrimination on social welfare policy.

The question of money versus payments in kind.
Work incentives and social welfare programs.
The composition of public and private expenditures on social welfare programs.
The primary deficiencies in current welfare programs.
The role of guaranteed annual incomes in social security programs.
Administering social welfare programs.
Impact of educational voucher systems.

V. MANPOWER PROGRAMS AND POLICIES

A primary focus on manpower programs and policies is yet another means by which educators, be they social workers or economists, present manpower course material.

At the Rutgers University School of Urban Planning and Policy Development, Murray Frank analyzes policies and programs as a springboard not only to describe their history, evolution, and current content but also to examine economic and labor force theories which impinge upon the ability of the nation to carry out its manpower objectives. This approach also leads to examination of policy and planning issues in manpower development, factors which affect the employability of given groups, and comparisons of manpower programs from an international perspective.

Sar Levitan's approach at George Washington University begins from the standpoint of a seminar on manpower policy but then also addresses itself to questions of the labor market, of employment and unemployment, issues involved in vocational education, on-the-job training, of remedial manpower programs, efforts to combat discrimination, evaluation of manpower policy, and the like. John Conley at the University of Pittsburgh examines manpower programs and policies from the standpoint of legislation and funding levels, developing models for local programs, training, and then assessment of the programs of the 1970's. Dennis Derryck at Brandeis, in more specialized fashion, examines manpower policies as they are affected by factors of educational preparation and suggests new aspects of their interrelationship.

RUTGERS UNIVERSITY
LIVINGSTON COLLEGE
DEPARTMENT OF URBAN PLANNING AND POLICY DEVELOPMENT

Murray Frank
Course 970:614
Spring, 1972

Manpower Policies and Programs

Course Description

During the 1960's, government supported manpower programs became an integral part of economic and social policy and have grown very rapidly, both in size and in the number of different programs and services. The federal bill for manpower programs in fiscal 1971 approached three billion dollars. The current interest in welfare reform with its underlying value commitment to replacing income maintenance with employment is causing further expansion in manpower programming.

Designed primarily for urban planners, the course is designed to provide an overview of the nature and development of manpower policy in the U.S., the federal, state, and local structures involved in planning and implementing programs, and the principles and issues confronting planners concerned with manpower policy and program development.

Major topics to be included are as follows:

1. The history and development of manpower policy in the U.S., with particular attention to the period since World War II. The relationship of manpower policy development to other developments during this period. The policy-making process. Manpower vs. economic policy.

2. Measures of employment, unemployment, and underemployment. Theories of labor force participation and their implications for policy makers and planners. Use of manpower statistics. Definitions of unemployment and their social and economic implications.

3. Current policies, legislation, programs and the political process that produced them. Stated goals vs. actual results. Proposed programs, pending legislation: the implications of revenue sharing for manpower programs, the significance of the manpower aspects of the Family Assistance Plan.

4. Federal, state, and local structures for planning, administrating, coordinating, and delivering manpower services. Where is the action, who gets what.

5. A consideration of major programs: CEP, WIN, MDT, New Careers, NYC, etc. The principles underlying each, how they were designed, how they are implemented, who they are supposed to serve, and the results.

6. The state of research in manpower. Cost-benefit analysis and other analytic techniques. The relationship between research and policy development. How to assess and evaluate a program.

7. Policy issues in manpower planning. Centralization vs. decentralization, government as the employer of last resort, role of the private sector, the labor movement, the federal-state employment service.

8. Local issues and concerns for the planner. Job creation vs. job training, education vs. training, comprehensive vs. competing services, the role of CAAs and Model Cities agencies. The dual labor market theory of poverty.

9. The relationship of manpower policies to economic policies. The inflation-unemployment tradeoff. Structural vs. demand arguments and solutions.

10. Factors affecting the employability and employment of special groups in the labor force. Emphasis on problems of unskilled workers and youth, discrimination affecting minority groups and women.

11. Specialized programs directed at special groups in the labor force. The nature of support services. Results.

12. Some international comparisons of national manpower policies and programs. What can we learn from other countries.

Course Outline and Reading

INTRODUCTION AND BACKGROUND

United States Department of Labor. *Manpower Report of the President*, Washington, D.C.: U.S. Government Printing Office.

S. Levitan and G. Mangum. *Federal Training and Work Programs in the Sixties*, Ann Arbor: Institute of Labor and Industrial Relations, 1969.

S. Lebergott, ed. *Men Without Work: The Economics of Unemployment*, Englewood Cliffs, N.J.: Prentice-Hall, 1964, essays by Lebergott, Heller, and Stein.

J. Becker, ed. *In Aid of the Unemployed*, Baltimore: Johns Hopkins University Press, 1965, chapters by Wilcock and Franke.

G. Mangum, ed. *The Manpower Revolution*, New York: Doubleday, 1965.

CURRENT POLICIES, PROGRAMS, AND DELIVERY STRUCTURES

A. Bolino. *Manpower and the City*, Cambridge: Schenkman, 1969.

G. Mangum. *MDTA: Foundation of Federal Manpower Policy*, Baltimore: Johns Hopkins University Press, 1968.

S. Levitan. *Programs in Aid of the Poor for the 1970's*, Baltimore: Johns Hopkins University Press, 1969.

R. Lester. *Manpower Planning in a Free Society*, Princeton: Princeton University Press, 1966.

S. Ruttenberg. *Manpower Challenge of the 1970's*, Baltimore: Johns Hopkins University Press, 1970.

F. Pierson. *Community Manpower Services for the Disadvantaged*, Kalamazoo: Upjohn Institute, 1972.

J. Becker, ed. *In Aid of the Unemployed*, Baltimore: Johns Hopkins University Press, 1965, chapters by Burns and Becker, Haber, and Levitan.

S. Ruttenberg. *The Federal-State Employment Service*, Baltimore: Johns Hopkins University Press, 1970.

National Urban Coalition. *Falling Down on the Job: The United States Employment Service and the Disadvantaged*, Washington, D.C.: National Urban Coalition, 1971.

W. Haber and D. Kruger. *The Role of the United States Employment Service in a Changing Economy*, Kalamazoo: Upjohn Institute, 1964.

E. Bakke. *The Mission of Manpower Policy*, Kalamazoo: Upjohn Institute, 1969, especially chapters 6, 7, and 8.

RESEARCH AND EVALUATION

M. Borus and W. Tash. *Measuring the Impact of Manpower Programs*, Ann Arbor: Institute of Labor and Industrial Relations, 1970.

G. Somers and W. Wood, eds. *Cost-Benefit Analysis of Manpower Policies*, Kingston, Ontario: Queen's College Industrial Relations Centre, 1969.

A. Weber, *et al*., eds. *Public-Private Manpower Policies*, Madison: Industrial Relations Research Association, 1969, papers by Cain and Hollister, Ullman, and Nemore and Mangum.

G. Somers, ed. *Retraining the Unemployed*, Madison: University of Wisconsin Press, 1969.

G. Gurin. *A National Attitude Study of Trainees in MDTA Institutional Programs*, Ann Arbor: Institute for Social Research, 1970.

R. Smith. "The Opportunity Cost of Participating in a Training Program," *Journal of Human Resources*, Vol. 6 No. 4, Fall 1971.

President's Committee to Appraise Employment and Unemployment Statistics. *Measuring Employment and Unemployment*, Washington, D.C.: U.S. Government Printing Office, 1962.

Leggert and Cervinka. "Countdown: Labor Statistics Revisited," *Trans-Action*, November/December 1972, pp. 99-103.

J. Bregger. "Unemployment Statistics and What They Mean," *Monthly Labor Review*, Vol. 94 No. 11, November 1971.

J. Norton. *On The Evolution of Manpower Statistics*, Kalamazoo: Upjohn Institute, 1969.

United States Department of Labor Bureau of Labor Statistics. *Concepts and Methods Used in Manpower Statistics From the Current Population Survey*, Washington, D.C.: U.S. Government Printing Office, June 1967, BLS Report No. 313.

E. Jones. "The Elusive Concept of Underemployment," *Journal of Human Resources*, Vol. 6 No. 4, Fall 1971.

P. Blau and O. Duncan. *The American Occupational Structure*, New York: John Wiley & Sons, 1967.

H. Sheppard and H. Belitsky. *The Job Hunt*, Baltimore: Johns Hopkins University Press, 1966.

ISSUES

R. Gordon. *The Goal of Full Employment*, New York: John Wiley & Sons, 1967.

W. Fogel and A. Kleingartner, eds. *Contemporary Labor Issues*, Belmont, Calif.: Wadsworth, 1968.

W. Bowen, ed. *Labor and the National Economy*, New York: W.W. Norton, 1965.

W. Bowen and F. Harbison, eds. *Unemployment in a Prosperous Economy*, Princeton: Industrial Relations Section, 1965.

C. Holt, *et al*. *The Unemployment-Inflation Dilemma: A Manpower Solution*, Washington, D.C.: The Urban Institute, 1971.

W. Thompson. *A Preface to Urban Economics*, Baltimore: Johns Hopkins University Press, 1965, chapters 6 and 10.

C. Schultze, *et al*. *Setting National Priorities: The 1971 Budget*, Washington, D.C.: Brookings Institution, 1970, chapters 3 and 4.

C. Schultze, *et al*. *Setting National Priorities: The 1972 Budget*, Washington, D.C.: Brookings Institution, 1971, chapters 8 and 9.

C. Schultze, *et al*. *Setting National Priorities: The 1973 Budget*, Washington, D.C.: Brookings Institution, 1972.

National Urban Coalition. *Counterbudget*, New York: Praeger, 1971, chapters 2-6.

Bawden, *et al*. "The Family Assistance Plan: An Analysis and Evaluation," *Public Policy*, Vol. 19 No. 2, Spring 1971.

A. Weber, *et al*., eds. *Public-Private Manpower Policies*, Madison: Industrial Relations Research Association, 1969, paper by Hausman.

E. Durbin. *Welfare Income and Employment*, New York: Praeger, 1969.

O. Ornati. *Transportation Needs of the Poor*, New York: Praeger, 1969.

E. Erber. "Jobs Go Where the Poor Can't," *Manpower*, Vol. 2 No. 9, September 1970.

I. Berg. *Education and Jobs: The Great Training Robbery*, New York: Praeger, 1970.

M. Piore. In *The State and the Poor*, Beer and Barringer, eds., Cambridge: Winthrop, 1970.

A. Weber, *et al*., eds. *Public-Private Manpower Policies*, Madison: Industrial Relations Research Association, 1969, paper by Piore. Some discussion of Piore's dual market theory is in *Monthly Labor Report*, Vol. 94 No. 11, November 1971, pp. 45-48.

SPECIAL PROGRAMS--SPECIAL GROUPS

J. Piker. *Entry Into the Labor Force*, Ann Arbor: Institute of Labor and Industrial Relations, 1968, a review of the literature on youth employment.

United States Department of Labor. *Breakthrough for Disadvantaged Youth*, Washington, D.C.: U.S. Government Printing Office, 1960, a summary of fifty E and D Projects.

G. Smith. *Job Training for Welfare Mothers*, New Brunswick: Rutgers University Institute of Management and Labor Relations, 1972.

L. Goodwin. *Do the Poor Want to Work*, Washington, D.C.: Brookings Institution, 1972. Also in *Monthly Labor Review*, Vol. 95 No. 8, August 1972.

M. Haskell. *The New Careers Concept: Potential for Public Employment of the Poor*, New York: Praeger, 1969.

A. Gartner. *Paraprofessionals and Their Performance*, New York: Praeger, 1971.

A. Ross and H. Hill, eds. *Employment, Race, and Poverty*, New York: Harcourt, Brace & World, 1967.

D. Hiestand. *Discrimination in Employment: An Appraisal of the Research*, Ann Arbor: Institute of Labor and Industrial Relations, 1970.

For several articles on discrimination in employment, see *Industrial Relations*, Vol. 10 No. 3, October 1971.

Harwood and Hodge. "Jobs and the Negro Family: A Reappraisal," *Public Interest*, No. 23, Spring 1971.

D. Derryck. "Young Blacks vs. The World of Work," *New Generations*, Vol. 52 No. 4, Fall 1970.

For a special issue on women, including manpower concerns, see *Trans-Action*, Vol. 8 Nos. 1 and 2, November/December 1970.

A. Weber, *et al.*, eds. *Public-Private Manpower Policies*, Madison: Industrial Relations Research Association, 1969, paper by Ginzberg.

Waldron. "Changes in the Labor Force Activity of Women," *Monthly Labor Review*, Vol. 93 No. 6, June 1970.

For manpower concerns in correctional settings, see special issue of *Manpower*, Vol. 3 No. 1, January 1971.

January and February issues each year of *Monthly Labor Review* summarize labor and manpower activity in previous year, including labor force participation of special groups.

E. Ginzberg, *et al*. *Manpower Strategy for the Metropolis*, New York: Columbia University Press, 1968.

J. Kreps. *Sex in the Marketplace*, Baltimore: Johns Hopkins University Press, 1971.

INTERNATIONAL COMPARISONS

S. Lebergott, ed. *Men Without Work: The Economics of Unemployment*, Englewood Cliffs, N.J.: Prentice-Hall, 1964, essays by Uhr and the Joint Economic Committee.

C. Sorrentino. "Unemployment in the United States and Nine Countries," *Monthly Labor Review*, Vol. 95 No. 6, June 1972.

United States Congress Joint Economic Committee. *Unemployment Programs in Sweden: Economic Policies and Practices*, Washington, D.C.: U.S. Government Printing Office, 1964, Policy Paper No. 5.

E. Ginzberg. "Sweden: Some Unanswered Questions," *Public Interest*, No. 21, Fall 1970.

B. Reubens. The Hard-To-Employ: European Programs, New York: Columbia University Press, 1970.

"Training Ideas from Britain," Manpower, Vol. 3 No. 1, November 1971.

"Manpower Policy and Programs in Sweden," Paris: Organization for Economic Cooperation and Development, 1963. Available for other countries also: United States, 1964; Greece, 1965; Canada, 1966; Austria, 1967; Netherlands, 1967; United Kingdom, 1970; Luxembourg, 1970; and Belgium, 1971.

Manpower Glossary

ABE	Adult Basic Education.
AFDC	Aid to Families with Dependent Children.
AFDC -UP or -UF	AFDC Unemployed Father Present.
ARA	Area Redevelopment Act of 1961. Precursor to MDTA and EDA.
BLS	Bureau of Labor Statistics, Department of Labor.
BWTP	Bureau of Work Training Programs. Until one of the recent MA reorganizations, the DOL agency which administered most manpower programs. With USES became USTES.
CAMPS	Cooperative (sometimes Comprehensive) Area Manpower Planning System.
CEP	Concentrated Employment Program.
CPS	Current Population Survey. Monthly sampling performed by the Census Bureau for BLS which provides, among other things, the unemployment rate.
CWTP	Community Work Training Program. Established by 1962 amendments to the Social Security Act, the first effort at putting welfare recipients in jobs.
DOL	Department of Labor.
EDA	Economic Development Administration, Department of Commerce.
EEA	Emergency Employment Act of 1971.
ES	Employment Security. The federal-state Employment Service.
FAP	Family Assistance Plan.
GED	General Equivalency Diploma (high school).

HRD	Human Resources Development Program. The general name given to ES efforts to serve the disadvantaged that go beyond its traditional testing and placement functions.
ICESA	Interstate Conference of Employment Security Agencies.
JOBS	Jobs in the Business Sector. Operated by NAB.
MA	Manpower Administration, DOL.
MDT	Manpower Development and Training activities under MDTA.
MDTA	Manpower Development and Training Act of 1962 and subsequent amendments.
NAB	National Alliance of Businessmen. Operates JOBS.
NJSTES	New Jersey State Training and Employment Service.
NYC	Neighborhood Youth Corps. Programs for in-school, out-of-school, and summer youth employment and job training.
OJT	On-the-Job Training.
PEP	Public Employment Program.
Title V	Precursor to WIN, established by Title V of Economic Opportunity Act of 1964. The Work-Experience and Training Program.
UI	Unemployment Insurance (sometimes UC--Unemployment Compensation).
USES	United States Employment Service.
USTES	United States Training and Employment Service. Established by consolidation of BWTP and USES.
VE or VocEd	Vocational Education.
VR or VocRehab	Vocational Rehabilitation. Administered as an independent commission in some states, usually part of the state's school department.
WETP	Work-Experience and Training Program. Title V of EOA.
WIN	Work Incentive Program.
WIN II	Present format of WIN as mandated by 1971 Talmadge Amendment.

GEORGE WASHINGTON UNIVERSITY
CENTER FOR MANPOWER POLICY STUDIES

Sar Levitan
Economics 243
Fall, 1972

Seminar in Manpower Policy

Course Outline and Reading

1. Human Resources Policy and Institutions

S. Levitan, G. Mangum, and R. Marshall. Human Resources and Labor Markets, New York: Harper & Row, 1972, chapter 1.

Manpower Report of the President, Washington, D.C.: U.S. Government Printing Office, 1972, chapter 1.

National Manpower Policy Task Force. The Nation's Manpower Programs, Washington, D.C.: The Task Force, 1969.

E. Ginzberg. Manpower Agenda for America, New York: McGraw-Hill, 1968, pp. 1-22.

S. Levitan, ed. Blue-Collar Workers, New York: McGraw-Hill, 1971, read E. Ginzberg, "The Long View"; H. Miller, "The Problems of Lower Middle Income Workers"; and S. Levitan and R. Taggart, "The Blue-Collar Worker Weathers the Ordeal of Change."

2. Labor Markets: Employment and Unemployment

Levitan, et al. Human Resources and Labor Markets, chapters 2-6.

G. Green and J. Stinson. "Employment and Unemployment in 1971," Monthly Labor Review, February 1972, reprinted as Bureau of Labor Statistics Special Labor Force Report No. 142.

United States President's Committee to Appraise Employment and Unemployment Statistics. Measuring Employment and Unemployment, Washington, D.C.: U.S. Government Printing Office, 1962, especially pp. 9-30.

A. Young and K. Michelotti. "Work Experience of the Population in 1970," Monthly Labor Review, December 1971, reprinted as Bureau of Labor Statistics Special Labor Force Report No. 141.

R. Stein. "New Definitions for Employment and Unemployment," Employment and Earnings, February 1967.

United States Bureau of Labor Statistics. The U.S. Economy in 1980:

A Summary of BLS Projections, Bulletin 1673, Washington, D.C.: U.S. Government Printing Office, 1970.

P. Doeringer and M. Piore. Internal Labor Markets and Manpower Analysis, Lexington: D.C. Heath, 1971, chapters 1, 5, and 9.

3. Preparation for Employment: Education

Levitan, et al. Human Resources and Labor Markets, chapters 7 and 10.

W. Deutermann. "Educational Attainment of Workers, March 1971," Monthly Labor Review, November 1971, reprinted as Bureau of Labor Statistics Special Labor Force Report No. 140.

R. Schrank and S. Stein. "Yearning, Learning, and Status," in Blue-Collar Workers, S. Levitan, ed.

United States Office of Management and Budget. Special Analyses, Budget of the United States Government, 1973, Washington, D.C.: U.S. Government Printing Office, 1972, "Federal Education Programs," pp. 117-135.

G. Somers and W. Wood, eds. Cost-Benefit Analysis of Manpower Policies, Hanson & Edgar, 1969, pp. 230-240.

L. Thurow. Investment in Human Capital, Belmont, Calif.: Wadsworth, 1970, chapter 1.

I. Berg. Education and Jobs: The Great Training Robbery, New York: Praeger, 1970.

Manpower Report of the President, chapter 5.

4. Preparation for Employment: Vocational Education and On-the-Job Training

Levitan, et al. Human Resources and Labor Markets, chapters 9 and 11.

K. Hoyt, R. Evans, E. Mackin, and G. Mangum. Career Education: What It Is and How To Do It, Olympus, 1972.

R. Evans, G. Mangum, and O. Pragan. Education for Employment: The Background and Potential of the 1968 Vocational Education Amendments, Ann Arbor: Institute for Labor and Industrial Relations, 1968.

United States Task Force on Occupational Training in Industry. A Government Commitment to Occupational Training in Industry, Washington, D.C.: U.S. Government Printing Office, 1968.

Princeton Manpower Symposium. The Transition from School to Work, a report based on the Princeton Manpower Symposium, May 9-10, 1968, especially chapters 1 and 8.

G. Somers and J. Little, eds. Vocational Education: Today and Tomorrow, Madison: University of Wisconsin, chapters 1-3, 11, and 12.

C. Myers. The Role of the Private Sector in Manpower Development, Baltimore: Johns Hopkins University Press, 1971.

5. Remedial Manpower Programs: Skill Training and Job Creation

Levitan, et al. Human Resources and Labor Markets, chapters 16, 17, and 18.

S. Levitan and R. Taggart. "The Emergency Employment Act: An Interim Assessment," Monthly Labor Review, June 1972.

United States Office of Management and Budget. Special Analyses, Budget of the United States Government, 1973, Washington, D.C.: U.S. Government Printing Office, 1972, "Federal Manpower Programs," pp. 136-152.

B. Reubens. Special Job Creation for the Hard-to-Employ in Western Europe, Manpower Research Monograph No. 14, Washington, D.C.: U.S. Government Printing Office, 1970.

Manpower Report of the President, chapters 1 and 3.

Committee for Economic Development. Training and Jobs for the Urban Poor, Washington, D.C.: The Committee, 1970.

L. Ferman. Job Development for the Hard-to-Employ, Ann Arbor: Institute for Labor and Industrial Relations, 1968.

S. Levitan, G Mangum, and R. Taggart. Economic Opportunity in the Ghetto: The Partnership of Government and Business, Baltimore: Johns Hopkins University Press, 1970.

6. Remedial Manpower Programs: Delivery of Manpower Services

Levitan, et al. Human Resources and Labor Markets, chapters 8, 19, 20, 27, and 28.

S. Ruttenberg and J. Gutchess. The Federal-State Employment Service, Baltimore: Johns Hopkins University Press, 1970.

L. Gallaway. Manpower Economics, Homewood, Ill.: Richard D. Irwin, 1971, chapter 14.

7. Remedial Manpower Programs: Work and Welfare

Levitan, et al. Human Resources and Labor Markets, chapter 21.

B. Stein. On Relief: The Economics of Poverty and Welfare, New York: Basic Books, chapters 2 and 3.

S. Levitan, M. Rein, and D. Marwick. Work and Welfare Go Together, Baltimore: Johns Hopkins University Press, 1972.

G. Steiner. The State of Welfare, Washington, D.C.: Brookings Institution, 1971, chapters 3, 4, 6, and 7.

8. Combating Discrimination

Levitan, et al. Human Resources and Labor Markets, chapters 22, 23, 24, and 25.

L. Thurow. Poverty and Discrimination, Washington, D.C.: Brookings Institution, chapters 1, 7, and 8.

United States Bureau of the Census and United States Bureau of Labor Statistics. The Social and Economic Status of Negroes in the United States, 1970, Current Population Reports, Series P-23, No. 38; BLS Report No. 394, Washington, D.C.: U.S. Government Printing Office, 1971.

Doeringer and Piore. Internal Labor Markets and Manpower Analysis, chapter 7.

J. Kreps. Sex in the Marketplace: American Women at Work, Baltimore: Johns Hopkins University Press, 1971.

D. Hiestand. Discrimination in Employment: An Appraisal of the Research, Ann Arbor: Institute for Labor and Industrial Relations, 1970.

9. Military and Veterans Manpower Policy

Levitan, et al. Human Resources and Labor Markets, chapter 15.

S. Levitan. Veterans Programs, 1972, mimeographed, chapter 2.

S. Tax, ed. The Draft: A Handbook of Facts and Alternatives, Chicago: University of Chicago Press, 1967, chapters by Weinstein, Bar-On, Friedman, Oi, Mitrisin, Boone and Kurland, and Erickson.

H. Wool. The Military Specialist: Skilled Manpower for the Armed Forces, Baltimore: Johns Hopkins University Press, 1968.

S. Altman and A. Fechter. "The Supply of Military Personnel in the Absence of a Draft," American Economic Review, May 1967.

10. Manpower and Economic Policy

Levitan, *et al*. *Human Resources and Labor Markets*, chapter 26.

S. Levitan. "Manpower Programs for a Healthier Economy," in *Manpower Policy and the Policy Mix*, L. Ulman, ed., Baltimore: Johns Hopkins University Press, 1973.

C. Holt, *et al*. *The Unemployment-Inflation Dilemma: A Manpower Solution*, Washington, D.C.: Urban Institute, 1971.

Committee for Economic Development. *Further Weapons Against Inflation: Measures To Supplement General Fiscal and Monetary Policies*, Washington, D.C.: The Committee, 1970.

R. Gordon. *The Goal of Full Employment*, New York: John Wiley & Sons, 1967, chapters 3 and 7.

S. Levitan. "Federal Manpower Programs in a Slack Economy," *Conference Board Record*, November 1970.

11. Evaluating Manpower Policy

M. Borus and W. Tash. *Measuring the Impact of Manpower Programs: A Primer*, Ann Arbor: Institute of Labor and Industrial Relations, 1970.

A. Rivlin. *Systematic Thinking for Social Action*, Washington, D.C.: Brookings Institution, 1971.

G. Mangum. "Manpower Research and Manpower Policy," in *A Review of Industrial Relations Research*, B. Aaron, *et al*., Vol. 2, Industrial Relations Research Association, 1971.

C. Schultze. *The Politics and Economics of Public Spending*, Washington, D.C.: Brookings Institution, 1968.

Somers and Wood, eds. *Cost-Benefit Analysis of Manpower Policies*, pp. 3-41, 97-159, and 230-248.

E. Suchman. *Evaluative Research: Principles and Practice in Public Service and Social Action Programs*, Beverly Hills, Calif.: Sage, 1967.

J. Wholey, *et al*. *Federal Evaluation Policy: Analyzing the Effects of Public Programs*, Washington, D.C.: Urban Institute, 1970.

12. The State of Manpower Policy

Levitan, *et al*. *Human Resources and Labor Markets*, chapter 29.

S. Levitan and R. Taggart. *Social Experimentation and Manpower*

Policy: The Rhetoric and the Reality, Baltimore: Johns Hopkins University Press, 1971.

S. Ruttenberg and J. Gutchess. *Manpower Challenge of the 1970's: Institutions and Social Change*, Baltimore: Johns Hopkins University Press, 1970, chapters 5 and 6.

UNIVERSITY OF PITTSBURGH
GRADUATE SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS
DEPARTMENT OF URBAN AFFAIRS

Professor Conley
UA 277
Spring, 1971

Manpower Development and Employment Opportunities

Course Outline and Reading

1. Legislation and funding levels in manpower programs

Lecture and discussion: Dr. Conley.

A. Theoretical implications
B. Practical implications
C. Constrictions in models brought about by administrative policy and not laws
D. Existing laws and proposed legislation

Sources: HR 15915.

Congressional Record of December 9, 1970.

CAMPS issuance #71-2.

2. A model for a comprehensive manpower system at the local level

Lecture and discussion: Dr. Santoro, Pittsburgh Board of Public Education.

A. The New Haven, Pittsburgh, Winston-Salem, and Allegheny County Models

Sources: S. Santoro, Jr. A Public Educational Comprehensive Manpower System for Winston-Salem, North Carolina, Winston-Salem, N.C.: Urban Coalition, 1968.

S. Santoro, Jr. Allegheny County Office of Manpower Manual of Operation, Pittsburgh: Allegheny County Board of Commissioners, 1971.

G. Venn. Manpower and Education, Washington, D.C.: American Association of School Administrators.

3. Models for training

Panel presentation and discussion: Dr. Conley, Dr. Santoro (Board of Education), Mr. Valicenti (B.E.S.), and Mr. Moore (U.S. Steel/

NAB.

A. Labor market analysis
B. Recruitment and screening
C. Diagnostics
D. Training
    Industry: NAB, OJT
    Institutional and coupled models
    CAMPS

Sources: Evaluation of MDTA Skill Centers, Salt Lake City: Olympus Research Corporation, 1971.

S. Santoro, Jr. An In-Depth Analysis of Program Conduct in Manpower Development and Training Act Courses in a Great City Setting, Pittsburgh: Board of Public Education, 1970.

4. Community development and manpower

Lecture and discussion: Dr. Conley, Mr. Pease, Executive Director, Allegheny Conference on Community Development.

A. Mobilization of the community
B. Regional and state planning
C. The private sector and its role

5. Projection for the 1970's in manpower

Lecture and discussion: Dr. Conley.

A. Revenue sharing
B. CAMPS
C. New geography and administrative organizations
D. Community participation: fact or fiction, change or SOS

6. Manpower, minorities, and melancholia

Lecture and discussion: Dr. Conley, James McCoy (USW, President UBPC), Gilbert Fernandez and Ernest Cox (University of Pittsburgh School of Social Work).

A. What has really happened because of manpower programs and legislation?
B. Is the system really set up for "change?"
C. Has massive amounts of federal money been put in the "right" places?
D. Manpower rhetoric and reality: the facts and fiction gap

7. Student presentations

Each student will present a ten minute talk from a prepared abstract of his term project.

Suggested Project Selections

1. Design of model for a comprehensive manpower system for Pittsburgh.
2. Design a multi-occupational training program for Pittsburgh. Include labor market analysis, student availability, recruitment and screening techniques, and instructional strategies.
3. Perform a labor market analysis for the Pittsburgh area which could be used for
   A. Decision-making in relation to areas of training to be selected.
   B. Attracting new industry to the area.
4. What have manpower programs accomplished since 1962? What seems to be the most efficient models? Why?
5. Discuss the funding enigma: federal to state to local, or federal to local. What seems to be the most efficient way to fund? Design a funding model.
6. Design a national attack on the manpower problem. Include funding, delivery systems, and the like.
7. Prepare a descriptive analysis of manpower funding and program conduct in Pennsylvania.
8. Prepare a comparative analysis of manpower funding and program conduct in Pennsylvania and another state within the same region. Why do they differ when the legislation is the same?
9. Prepare an in-depth analysis of any one of the following manpower programs: MDTA, NYC, NAB, WIN, CEP, OJT, Public Service Careers, New Careers, Job Corps, Operation Mainstream, Low Support Program.

BRANDEIS UNIVERSITY
THE FLORENCE HELLER GRADUATE SCHOOL
FOR ADVANCED STUDIES IN SOCIAL WELFARE

Dennis Derryck
Course 5.31 B
Fall, 1971

Urban Education and Manpower Policy

This half semester course is offered as part of the core program for students in manpower. Students taking 5.31 A may or may not take 5.31 B and vice versa.

Topics to be covered include:

A. Economics and education

   1. Education and income
   2. Education, skill level, job requirements, and productivity
   3. Problems in evaluation: cost benefit analysis

B. Examination of assumptions underlying underachievement in the educational setting and their policy implications

   1. Historical development of these assumptions
   2. Selective migration studies
   3. Psychological, sociological, physiological, and other assumptions

C. Compensatory programs in education and manpower programs

   1. Examination of research on three programs in the educational setting: Headstart (national), Higher Horizons (large city), Quincy, Illinois (middle-size city)
   2. Examination of research in the manpower field: apprenticeship and MDTA

D. Vocational education and manpower policy

   1. Vocational education legislation and policy implications
   2. Transition from school to the world of work
   3. Job industry, job requirements vs. vocational emphasis

E. New developments in education and their manpower implications

   1. Educational bank
   2. Educational voucher system
   3. Performance contracts

VI. MANPOWER PLANNING, PROGRAM DESIGN AND EVALUATION

Courses on manpower planning, program design and evaluation did come from a variety of social work and non-social work sources, representing another major area of focus for manpower courses.

Vladimir Stoikov offers a course on manpower planning at the Cornell University School of Industrial and Labor Relations which focuses initially on questions of human capital and its relationship to labor markets but which also selects education as a key variable in determining individual earnings and societal economic growth. By utilizing cost-benefit and international comparative approaches, Stoikov then attempts to synthesize and suggest models for both education and manpower planning.

The two schools of social work which hold Department of Labor Institutional Grants also offer courses in this critical area. At the Center for Manpower Administration and Development at the Brandeis University Florence Heller School, Dennis Derryck has organized courses in this area available not only to Brandeis doctoral students specializing in manpower but also to the staffs of the Regional Office of the United States Department of Labor, the State Manpower Office, and the Massachusetts Manpower Development Program. These four and eight week 'mini-courses,' as taught by economists from neighboring institutions, suggest a variety of ways for incorporating techniques of planning and program evaluation content in courses taught at the masters level in schools of social work.

At West Virginia University School of Social Work, the other social work based Department of Labor Institutional Grantee, John Miller, offers a course on program design and evaluation as part of that school's rural manpower project. Utilizing examples and illustrations drawn from the manpower field, Miller offers perhaps a prototype for the incorporation of manpower related material into the curriculum of all social work students. As Miller notes, the content of his course is "applicable to any type of program design and evaluation."

CORNELL UNIVERSITY
NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

Vladimir Stoikov
ILR 661
Spring, 1973

Approaches to Manpower Planning

Required Texts

M. Blaug, ed. Economics of Education, 1 and 2 (separate volumes, referred to as EE1 and EE2), Penguin Books, 1968 and 1969.

Course Outline and Reading

1. INTRODUCTION: HUMAN CAPITAL AND LABOR MARKETS

A. Skill formation and human capital

Schultz, Johnson, Shaffer and Schultz in EE1, pp. 13-63.

Thurow, Investment in Human Capital.

B. Shortage and surplus in labor markets

M. Bowman. "Educational Shortage and Excess," Canadian Journal of Economics and Political Science, November 1963, pp. 446-462.

Arrow and Capron in EE1, pp. 318-337.

H. Liebenstein. "Shortages and Surpluses in Education in Underdeveloped Countries: A Theoretical Foray," in Education and Economic Development, Anderson and Bowman, eds., pp. 51-62.

W. Hansen. "Human Capital Requirements for Educational Expansion: Teacher Shortage and Teacher Supply," in Education and Economic Development, Anderson and Bowman, eds., pp. 63-87.

W. Hansen. "The Economics of Scientific and Engineering Manpower," Journal of Human Resources, Spring 1967, pp. 191-215.

A. Cartter. "The Supply of and Demand for College Teachers," Journal of Human Resources, Summer 1966, pp. 22-39.

J. Folger. "The Balance Between Supply and Demand for College Graduates," Journal of Human Resources, Spring 1967, pp. 143-169.

R. Fein. The Doctor Shortage: An Economic Diagnosis.

R. Freeman. The Market for College-Trained Manpower: A Study in the Economics of Career Choice, Harvard, 1971.

2. CONTRIBUTION OF EDUCATION TO EARNINGS AND ECONOMIC GROWTH

Bowen in EEl, pp. 67-100.

M. Bowman and C. Anderson. "Concerning the Role of Education in Development," in Readings in the Economics of Education, M. Bowman, *et al*., eds., pp. 113-131.

A. Lewis. "Education and Economic Development," in Readings in the Economics of Education, M. Bowman, *et al*., eds., pp. 135-144.

I. Svennilson. "Education, Research, and Other Unidentified Factors in Growth," in Economics of Education: International Economic Association Conference, E. Robinson and J. Vaizey, eds., pp. 71-85.

B. Chiswick. "Minimum Schooling Legislation and the Cross-Sectional Distribution of Income," Economic Journal, September 1969, pp. 495-507.

Selowsky. "On the Measurement of Education's Contribution to Growth," Quarterly Journal of Economics, August 1969, pp. 449-463.

M. Bowman. "The Costing of Human Resource Development," in Economics of Education: International Economic Association Conference, E. Robinson and J. Vaizey, eds., pp. 421-450.

3. EDUCATIONAL PLANNING FOR WHAT?

Thurow. "The Role of Manpower Policy in Achieving Aggregate Goals," in Toward a Manpower Policy, R. Gordon, ed., pp. 71-103.

H. Levin. "The Failure of the Public Schools and the Free Market Remedy," The Urban Review, June 1968, pp. 32-37.

M. Rashid. "Absorption of the Educated," in Economics of Education: International Economic Association Conference, E. Robinson and J. Vaizey, eds., pp. 398-418.

G. Psacharopoulos. "Estimating Shadow Rates of Return to Investment in Education," Journal of Human Resources, Winter 1970, pp. 34-50.

R. Lester. Manpower Planning in a Free Society.

F. Paukert. "The Interdependence of High-Level Manpower Planning and Economic Planning," International Labour Review, April 1964, pp. 339-353.

P. Foster and L. Yost. "A Simulation Study of Population, Education, and Income Growth in Uganda," American Journal of Agricultural Economics, August 1969, pp. 576-591.

Anderson and Bowman in EE1, pp. 351-382.

4. THE MANPOWER-REQUIREMENT APPROACH

Parnes, Parnes, Moser and Layard, Hollister in EE1, pp. 263-317 and 338-348.

H. Parnes. Forecasting Educational Needs for Social Economic Development.

H. Parnes, ed. Planning Education for Economic and Social Development.

R. Hollister. "The Economics of Manpower Forecasting," International Labour Review, April 1964, pp. 371-397.

G. Bombach. "Manpower Forecasting and Educational Policy," Sociology of Education, Fall 1966, pp. 343-374.

H. Klarman. "Economic Aspects of Projecting Requirements for Health Manpower," Journal of Human Resources, Summer 1969, pp. 360-376.

R. Porter. "A Growth Model Forecast of Faculty Size and Salaries in U.S. Higher Education," Review of Economics and Statistics, May 1965, pp. 191-197.

R. Fein. "Brookings Institution Conference on Vocational Education: Introduction," Journal of Human Resources, Vol. 3, Supplement, 1968, pp. 1-16. For more detailed discussion of points raised, see the papers that follow.

Balsgh and Streeten, Foster in EE1, pp. 383-423.

Tinbergen and Bos, Sen in EE2, pp. 125-267.

5. THE COST-BENEFIT APPROACH

Hansen, Weisbrod, Becker, Eckaus, and Blaug in EE1, pp. 137-259.

K. Arrow. "Criteria for Social Investment," Water Resources Research, Vol. 1 No. 1, 1965, pp. 1-8.

T. Ribich. Education and Poverty.

G. Somers and W. Wood. Cost-Benefit Analysis of Manpower Policies.

L. Maglen and R. Layard. "How Profitable is Engineering Education?", Higher Education Review, Spring 1970, pp. 51-67.

M. Blaug, R. Layard, and M. Woodhall. The Causes of Graduate Unemployment in India.

U.N. Guidelines for Project Evaluation, 1972.

6. THE INTERNATIONAL COMPARISON APPROACH

Harbison and Meyers, Bowman, Sen, Rado and Jolly, and Cash in EE2, pp. 13-122.

P. Layard and J. Saigal. "Educational and Occupational Characteristics of Manpower: An International Comparison," British Journal of Industrial Relations, July 1966, pp. 222-266.

7. A SYNTHESIS?

A. Sen. "Economic Approaches to Education and Manpower Planning," International Economic Review, April 1966, pp. 1-23.

Bowles, Armitage and C. Smith in EE2, pp. 168-237.

S. Bowles. Planning Educational Systems for Economic Growth.

E. Rado. "Manpower, Education, and Economic Growth," Journal of Modern African Studies, Vol. 4 No. 1, 1966, pp. 83-94.

M. Blaug. "Approaches to Educational Planning," Economic Journal, June 1967, pp. 262-288.

8. INTERNATIONAL MIGRATION OF HUMAN SKILLS

Grubel and Scott, Thomas, Johnson, Scott and Thomas in EE2, pp. 241-301.

BRANDEIS UNIVERSITY
THE FLORENCE HELLER GRADUATE SCHOOL
FOR ADVANCED STUDIES IN SOCIAL WELFARE

Peter Doeringer
Frank McLaughlin
Andrew Sum
Spring, 1973

Evaluation and Planning of Local Manpower Programs

Course Description

An introduction to manpower planning techniques as applied to local labor markets. The course will begin with a review of economic concepts relevant to local labor market analysis, followed by an examination of current methods of evaluation and planning employed by the Manpower Administration. The usefulness for local planning of both econometric job forecasting models and cost benefit studies as alternatives to existing planning methods will be analyzed. The course will conclude with a discussion of various "second best" solutions to problems of program selection and evaluation.

A portion of each meeting will be devoted to current issues in planning. Participants with experience in manpower planning and evaluation are to submit a brief description in advance of two or three actual problems they have encountered as a basis for this discussion. Each participant will be required to prepare a short memo on a planning problem at the end of the course.

Participants unfamiliar with manpower programs are urged to read the *Manpower Report of the President, 1972*, chapters 1-3, and S. Levitan, *et al.*, *The Human Resources and Labor Markets*, chapters 16-18 and 20 before the first meeting of the course.

Readings

Manpower Report of the President, 1972, chapters 1-4.

Manpower Report of the President, 1971, chapters 3 and 4.

C. Schultze. *The Politics and Economics of Public Spending*, chapter 5.

R. Solie. "Employment Effects of Retraining the Unemployed," *Industrial and Labor Relations Review*, January 1968.

M. Borus and W. Tash. *Measuring the Impact of Manpower Programs*, chapters 1-3.

BRANDEIS UNIVERSITY
THE FLORENCE HELLER GRADUATE SCHOOL
CENTER FOR MANPOWER ADMINISTRATION AND DEVELOPMENT

David Kidder
Spring, 1973

Manpower Forecasting

This course will cover background concepts of labor economics, data sources and problems, major forecasting tools and systems, and forecast evaluation. There is no text, but participants may find the bibliography and analysis in D. Kidder's Review and Synthesis of the Literature on Manpower Forecasting for Vocational-Technical Education (United States Government Printing Office) useful. Technical books on forecasting manpower are Ozay's Methods of Forecasting Manpower Requirements, 1965, and Morton's On Manpower Forecasting, 1968. Participants will be encouraged to contribute relevant case material in session discussions, and the instructor will make maximum use of data and problems from the New England region where possible.

General principles and problems of the forecasting process will be examined. Sessions will be devoted to:

1. Forecasting and the labor market
2. Data sources: problems or use and interpretation of data
3. Forecasts and forecast techniques: area skill surveys, Medvin's unfilled opening approach
4. Aggregate and disaggregate projections: Bureau of Labor Statistics, National Planning Association
5. Forecasting from economic base studies and input-output analysis
6. Systems models: continuous generation of data bases and projections
7. Cost-benefit analysis and the forecasting process
8. Forecast evaluation

WEST VIRGINIA UNIVERSITY
SCHOOL OF SOCIAL WORK
RURAL MANPOWER PROJECT

John Miller
Spring, 1973

Specific manpower courses are most likely chosen by students interested in manpower social work practice. It is also important that manpower concepts be introduced to all social work students whether or not they intend to practice in manpower fields. One way of doing this, as West Virginia has done, is to assist instructors in the regular curriculum, especially in policy and human behavior courses, to include units on manpower. Another way of introducing manpower concepts is through encouraging those faculty members with expertise in manpower to teach courses that are not specifically concerned with manpower, but in which manpower concepts can be utilized throughout the entire course.

The following two courses are illustrative of this approach:

Program Design and Evaluation is an advanced graduate research course. The content of the course is applicable to any type of program design and evaluation. However, the instructor's interest in manpower leads to considerable focus upon examples and illustrations drawn from the manpower field. Through four laboratory assignments, the core of the course, students follow one program of their choice through the various components of program design and evaluation. During the current semester, 28% of the students developed programs that were directly manpower-related, while most of the remainder developed programs having manpower components or implications.

Seminar on Social Issues emphasizes manpower problems through discussions lead by the instructor. The basis of discussion is a wide selection of books, mostly contemporary literature. Primary areas of discussion are current, but not necessarily traditional, manpower issues. They include alienation of workers; power and powerlessness; the effects of racism and discrimination; dysfunctions of the economic structure; and the rights of the individual versus the needs of society. It is the objective of the seminar to examine these issues and to attempt to determine the role of social work, in its various practice fields, in intervening with these social problem areas. One advantage of this type of course is that it allows students to see the extent to which manpower problems permeate all fields of social work practice.

WEST VIRGINIA UNIVERSITY
SCHOOL OF SOCIAL WORK
RURAL MANPOWER PROJECT

John Miller
Social Work 497
Spring, 1973

Principles of Program Design and Evaluation

Introduction

A major point of resistance to program design and evaluation that is based on research or scientific methodology is fear. This fear results from a number of factors, several of which include: 1) a lack of knowledge and understanding of the language of research, 2) a lack of knowledge and understanding of statistics, both inferential and descriptive, 3) a lack of knowledge and understanding of research design, 4) a lack of confidence about one's program which can lead to a fear about the results of evaluative research.

It is the general goal of this course to help overcome the anxiety of program design and evaluation by providing the tools necessary to develop confidence in the evaluative results of programs that you design. It is assumed that this goal can be achieved by program designers without resorting to devious devices. It is also assumed that the first three factors listed above have been resolved in previous research courses.

Program design and evaluation, as does any research activity, involves: 1) problem formulation, 2) data collection techniques, 3) data analysis techniques, and 4) drawing conclusions based on the data.

Learning Objectives

In order to achieve the general course goal, we will attempt to achieve the following learning objectives:

Each person should be able to write clear, concise, and measurable program objectives for both 'hard' and 'soft' program goals. (For measurable objectives see next two items. 'Hard' and 'soft' goals are respectively those that can be measured completely objectively, such as "have 200 units of housing completed by January 31, 1973," and those that are less objectively measured or are more difficult to define, such as "staff should be able to develop effective communications with each other.")

Each person should be able to define and write indicators that show whether or not each program objective was achieved.

Each person should be able to choose the method of measurement appropriate for collecting indicator data.

Each person should be able to identify instruments for measuring indicators.

Each person should know the central ideas about program design and evaluation found in the textbook readings, as well as those discussed in class.

Textbooks

G. Fairweather. Methods for Experimental Social Innovation, John Wiley and Sons.

J. Simon. Basic Research Methods in Social Science, Random House.

E. Suchman. Evaluative Research, Russell Sage Foundation.

1. Introduction

   Fairweather, chapter 1; Suchman, chapter 1.

2. Program objectives

   Fairweather, chapter 2; Suchman, chapter 2.

3. Program objectives

   Fairweather, chapter 3; Suchman, chapters 3 and 4, pp. 51-55.

4. Program Objectives (lab)

   Fairweather, chapters 4 and 5.

5. Indicators

   Fairweather, chapter 6; Suchman, chapter 4, pp. 56-71.

6. Indicators (lab)

   Fairweather, chapter 7 and 8.

7. Indicators

   Suchman, chapter 8; Simon, chapter 14.

8. Measurement

   Fairweather, chapter 10; Suchman, chapter 5.

9. Measurement

   Fairweather, chapter 11; Suchman, chapter 6.

10. Measurement (lab)

    Suchman, chapter 9; Simon, chapter 20.

11. Instrumentation

Fairweather, chapter 9; Suchman, chapter 7; Simon, chapter 18.

12. Instrumentation

Fairweather, chapter 12; Simon, chapters 21 and 22.

13. Instrumentation (lab)

Fairweather, chapter 13; Suchman, chapter 10.

VII. SPECIALIZED ISSUES IN THE WORLD OF WORK

1. "Youth and the World of Work"
2. "Social and Psychological Aspects of the Employment Relationship"
3. "Organized Labor and Social Welfare"

The above three courses all represent highly specialized attempts to deal with certain aspects of manpower curriculum. They fit under no single category, but represent areas of special interest and are included as illustrations of more specialized content in a manpower related curriculum.

Marcia Freedman of Columbia University's Conservation of Human Resources project deals with the special needs and interests of young people seeking to enter the labor force for the first time, some of the special problems they encounter, opportunities available to them, and programs designed to help assist them in making the transition from school to employment.

Frank Caro at Brandeis focuses on the nature of the work setting itself and the extent to which organizational and human relations factors assist or impede individual motivation, and result in job satisfaction or alienation. Much of this material seems germane for inclusion within a human growth and development course and as basic content for all social work students.

Finally, Hyman Weiner of the Columbia University School of Social Work examines the nature of organized labor as a "significant social institution" within our society. An assessment of labor as a special interest group, as an auspice for the provision of health, welfare, and pension programs, as a consumer of social welfare services, and as a force for facilitating the entry of disadvantaged individuals into the labor market, are all issues of critical importance to social work education and social workers alike.

COLUMBIA UNIVERSITY
TEACHERS COLLEGE

Marcia Freedman
TC 4112
Spring, 1970

Youth and the World of Work

1. INTRODUCTION

2. CHANGING ATTITUDES TOWARD WORK AND CAREER

Are attitudes toward work substantially different now than they were a generation ago?

What evidence is there of restiveness with the demands of the workplace, with discipline, with income levels?

What are some of the emerging attitudes toward careers and the place of work in the life of man? What are "alternative" careers?

Do socioeconomic and ethnic groups differ significantly in their attitudes toward work and career? What do we know about aspiration levels among youths from different groups? How does the controversy over the "culture of poverty" affect the answers to the above questions? Does one's view have an effect on public policy prescriptions?

Reading: *Blue Collar Life*, pp. 37-77 and 142-180.

"Challenging the Work Ethic," *New Generation*, Fall 1970.

and one of the following:

H. Dansereau. "Work and the Teen-Ager," *American Academy of Political and Social Science*, Annals 338, November 1961, pp. 44-52.

L. Goodwin. "Work Orientations of the Unemployed Poor," *Journal of Human Resources*, Vol. 4, Fall 1969.

E. Harwood. "Youth Unemployment: A Tale of Two Ghettos," *Public Interest*, No. 17, Fall 1969, pp. 78-87.

H. Lewis. "Culture, Class, and Family Life Among Low-Income Urban Negroes," in *Employment, Race, and Poverty*, A. Ross and H. Hill, eds., New York: Harcourt, Brace & World, 1967, pp. 149-172.

E. Liebow. *Tally's Corner*, Boston: Little, Brown & Co., 1967.

H. Parnes, et al. Career Thresholds, Washington, D.C.: U.S. Government Printing Office, 1970, pp. 139-183.

R. Hudson-Rosen. "The Hard-Core and the Puritan Ethic," Manpower, Vol. 2, January 1970, pp. 29-31.

T. Roszak. The Making of a Counter Culture, New York: Doubleday, 1969, chapter 1.

"The Other Other America: The White Working Class," New Generation, Spring 1969.

C. Valentine. Culture and Poverty, Chicago: University of Chicago Press, 1968, chapters 1, 2, and 4.

3. THE YOUTHFUL LABOR FORCE. PATTERNS OF PART-TIME AND FULL-TIME EMPLOYMENT.

What are the demographic and labor force participation trends for young workers under 25?

What are the major differences between students and non-students?

What are the chief reasons for the high unemployment rates among groups of young workers?

In what occupations and industries are young workers overrepresented?

Reading: E. Ginzberg and M. Freedman. "Problems of Educational and Vocational Development in Adolescence."

United States Department of Labor. "U.S. Manpower in the 1970's" or "The Manpower Posture of the Seventies." These are two chart books with the same material presented in a slightly different format.

H. Folk. "The Problem of Youth Unemployment," in The Transition From School to Work, pp. 76-107. Another version of this is available in Trans-action, September 1969, pp. 27-32.

H. Goldstein. "Youth in the Labor Market," in The Transition From School to Work, pp. 20-46. The data in this piece may be brought up to date by consulting the following two Special Labor Force Reports published by the United States Department of Labor, Bureau of Labor Statistics:

H. Hayghe. "Employment of High School Graduates and Dropouts, October 1969," Special Labor Force Report #121. Also in Monthly Labor Review, August 1970.

A. Young. "Employment of School-Age Youth, October 1969," Special Labor Force Report #124. Also in Monthly Labor Review, September 1970.

and one of the following:

R. Miljus, et al. "Some Correlates of the Labor Market Status of Male Youth," in The Transition From School to Work, pp. 47-75. Additional material from this study may be found in Parnes, et al., Career Threshholds, pp. 55-75.

E. Kalachek. The Youth Labor Market, Ann Arbor: Michigan University and Wayne State Institute of Labor and Industrial Relations, 1969.

E. Kalachek. "Determinants of Teenage Employment," Journal of Human Resources, Vol. 4, Winter 1969, pp. 3-21.

4. THE TRANSITION FROM SCHOOL TO WORK. ENTRY JOBS AND CAREER PROGRESSIONS FOR MEN.

What is an entry job?

What do we know about patterns of job search? What institutions play a role in the job search?

What is an internal labor market? What kinds of jobs are most likely to be included?

What are the chief costs and benefits of a prolonged period of transition into regular work: for the individual, for the economy?

Reading: P. Arnow, et al. "The Transition From School to Work," in The Transition From School to Work, pp. 3-19.

and one of the following:

P. Doeringer. "Determinants of the Structure of Industrial Type Internal Labor Markets," Industrial and Labor Relations Review, Vol. 20, January 1967, pp. 206-220.

M. Freedman. Getting Hired, Getting Trained, Washington, D.C.: U.S. Government Printing Office, 1965.

M. Freedman. The Process of Work Establishment, New York: Columbia University Press, 1969, chapters 1 and 6.

5. THE POSITION OF WOMEN IN THE LABOR FORCE. PATTERNS OF LABOR FORCE PARTICIPATION.

What are the major differences between men and women in the relationship between age and labor force participation?

What are the trends in female labor force participation? What accounts for these trends?

How do the occupational structures for men and women differ?

What are the implications of full equality for women in the labor force?

Reading: V. Oppenheimer. The Female Labor Force. Additional data may be found in:

"Women and the Labor Force," Special Labor Force Report #93.

"Work Experience of the Population in 1968," Special Labor Force Report #115.

"Marital and Family Characteristics of the Labor Force," Special Labor Force Report #120.

6. THE ROLES OF EDUCATION AND TRAINING IN THE TRANSITION.

What are the trends in credential requirements for jobs?

What are the chief sources of occupational training? How does their importance differ by skill level?

What are some of the effects of rising levels of educational achievement?

What is the significance of the spread of two-year post-high school institutions?

Reading: I. Berg. Education and Jobs: The Great Training Robbery.

E. Ginzberg. "The Changing Manpower Scene," Journal of Negro Education, Summer 1969, pp. 315-323.

United States Department of Commerce Bureau of the Census. Educational Attainment, March 1970, Current Population Reports P-20, #207, Washington, D.C.: U.S. Government Printing Office, November 30, 1970.

and one of the following:

T. Gartland and J. Carmody. Practices and Outcomes of Vocational-Technical Education in Technical and Community Colleges, ACT Research Report #37, Iowa City, Ia.: American College Testing Program, October 1970.

W. Willingham. Free-Access Higher Education, Princeton: College Entrance Examination Board, 1970.

R. Evans. "School for Schooling's Sake: The Current Role of the Secondary School in Occupational Preparation," in The Transition From School to Work, pp. 189-209.

J. Kaufman, et al. The Role of the Secondary Schools in the Preparation of Youth for Employment, Penn State Institute for Research on Human Resources, 1967, chapter 12.

7. SPECIAL PROGRAMS FOR YOUTH EMPLOYMENT.

What has been the impetus behind the establishmnnt of special programs in the last decade?

What are the major program components?

What are the constraints in implementing programs?

How do the special problems of minority youths affect program design?

Can special programs enhance upward mobility? If so, for what magnitude of population?

Reading: United States Department of Labor. Breakthrough for Disadvantaged Youth.

M. Freedman. "Youth Employment Programmes in the United States," International Labour Review, Vol. 99, May 1969, pp. 493-513.

and one of the following:

H. Brand. "Unemployed Youth," Conference Board Record, Vol. 6.

E. Cohen and L. Kapp, eds. Manpower Policies for Youth, New York: Columbia University Press, 1966.

M. Freedman. "Part-Time Work Experience and Potential Early School-Leavers," American Journal of Orthopsychiatry. Vol. 33, April 1963, pp. 509-514.

C. Grosser. Helping Youth: A Study of Six Community Organization Projects, Washington, D.C.: U.S. Government Printing Office, 1968.

M. Herman and S. Sadofsky. Youth Work Programs: Problems of Planning and Operation, New York: New York University Center for the Study of Unemployed Youth, 1966.

S. Levitan and G. Mangum. Federal Training and Work Programs in the Sixties, Ann Arbor: Michigan University and Wayne State Institute of Labor and Industrial Relations, 1969.

G. Mangum. Contributions and Costs of Manpower Development and Training, Ann Arbor: Michigan University and Wayne State Institute of Labor and Industrial Relations, 1967.

G. Mangum. The Emergence of Manpower Policy, New York: Holt, Rinehart & Winston, 1969.

J. Martin. Lower-Class Delinquency and Work Programs, New York: New York University Center for the Study of Unemployed Youth, 1966.

National Industrial Conference Board. Education, Training and Employment of the Disadvantaged, New York: National Industrial Conference Board, 1969.

BRANDEIS UNIVERSITY
THE FLORENCE HELLER GRADUATE SCHOOL
FOR ADVANCED STUDIES IN SOCIAL WELFARE

F. Caro
Course 5.31A
Fall, 1971

Social and Psychological Aspects of the Employment Relationship

This half seminar is primarily intended for students in the manpower program. The following are among the topics to be covered:

1. Work and the life cycle
    a. Division of labor in an industrial society
    b. Meaning of work
    c. Occupational prestige
2. Managerial orientations toward work
    a. Scientific management
    b. Human relations in industry
    c. Worker participation in management
3. Informal organization of the work setting
    a. Socialization
    b. Patterns of communication
    c. Implications for satisfaction
    d. Output limitation
4. Determinants of job satisfaction
    a. Motivation to work
    b. Measurement of job satisfaction
    c. Alienation from work
    d. Dissatisfaction and leisure
5. Determinants of productivity (incentive systems)
6. Leadership and supervision

7. Institutionalized conflict in work organizations

Most of the topics discussed are touched upon in Industrial Sociology: The Sociology of Work Organizations, by D. Miller and W. Form.

COLUMBIA UNIVERSITY
SCHOOL OF SOCIAL WORK

Hyman Wiener
Spring, 1971

Organized Labor and Social Welfare

Rationale and Approach

Organized labor exists as a significant social institution in our society. Its behavior influences the course of public policy in general, and health and welfare in particular. It is important, therefore, for the social work student to develop a deeper comprehension of the role of this institution which represents more than eighteen million working people.

The labor movement in this country is indeed unique among industrialized nations. It has developed neither a Labor or Socialist Party nor a consumer cooperative movement. Though it has had its moments as a social force, it tends to function as a protective association rather than as a crusade. The absence of a sustained ideology in the labor movement has led observers to refer to it as "market-unionism" as distinguished from a "social movement." Yet, in spite of this orientation, organized labor finds itself moving steadily toward a "welfare state" orientation. It remains to be seen whether this development will serve as a progressive or a retarding force as the United States evolves new social welfare policies.

This course is designed to provide the social work student with an opportunity to reexamine issues identified in the basic social policy sequence from the vantage point of the labor movement window. Society's use of income security measures as instruments of economic policy will be reviewed in terms of labor as an interest group. Attitudes toward minimal income notions as compared to labor's emphasis on full employment and a guaranteed annual wage will be one of the issues subjected to analysis. Another dimension of the course will be labor as an auspice and co-sponsor with management of ever increasing health, welfare, and pension programs. At each collective bargaining occasion, labor finds itself shaping its own social welfare program within the context of public policy and programs. It must, therefore, decide which risks it should cover, the nature of the benefits to be included, and the conditions under which they should become available. Public social policy makers, in turn, find themselves considering comparable developments on the labor scene. Finally, labor as a consumer of social welfare services will be studied. Among the questions to be considered are: Which sections of the labor movement tend to utilize which services? What are the advantages and disadvantages of direct service programs within labor? The course will also deal with possibilities for collaboration around social service to the agency client who is also a union member.

Course Outline

Class 1-3 Historical Review of Labor's Role in Social Welfare

The demise of the Knights of Labor in the 1890's as a turning point in American labor history away from legislation and cooperatives and toward wages, hours, and working conditions. The impact of immigration and the social movement stance during the 1930's. Early pioneering efforts in unemployment insurance, workmen's compensation, and its part in framing social security legislation. The witchhunt of the early 1950's as a deterrent to social movement activity. Review of current occupational outlooks and differences within the labor movement regarding social welfare policies, e.g. attitudes toward work.

Class 4-6 Social Welfare Benefits Through Collective Bargaining

Post World War II adoption of the fringe benefit approach. Labor's various roads to secure financing of programs. Impact on third party insurance developments and specifically on the medical care scene. Review of direct service programs and their philosophy. Case study of the United Mine Workers Welfare and Retirement Fund and sponsorship of a regional medical care program.

Class 7-8 Labor's Relation to the Voluntary Sector of Social Welfare

The historical development of the AFL-CIO Community Services Committee program. Labor's contribution to and participation in community chests and councils. The training and utilization of nonprofessionals (union counselors) to service the social service and health needs of union members and their families.

Class 9-11 Collaboration Between Labor and Social Work

Identification of common interests and historical sources of strain. Employment of trained social workers in labor. Case studies of the National Maritime Union and the Amalgamated Clothing Workers programs. Student field experiences with Local 1199. Issue of union organization of social workers as it affects possibilities of cooperation.

Class 12-13 Comparative Analysis With Other Industrialized Countries

Review and evaluation of British and Scandinavian experiences.

Class 14-15 Current Issues, Obstacles, and Opportunities

Changing ethnic composition of the labor movement, areas of membership growth and decline. Dilemmas in social welfare policy facing labor. Opportunities for mutually supported service programs, etc.

VIII. RELATED MATERIALS

Finally, we enclose a selection of materials collected from various non-social work graduate programs in which there is a special manpower program or concentration.

To date, there has been only a limited number of such specializations. This seems to be partly due to the notion that other kinds of graduate grograms best meet the needs of persons planning a career in manpower. It is even more due to the general lack of recognition that there is in fact something called a "manpower professional" or that there might be a series of courses or concentrations developed to assist individuals interested or engaged in such a career pattern. This only serves to underscore many of the conclusions reached at the Cornell University conference on the training of manpower professionals for the manpower field, the proceedings of which were published in the John Niland reader on The Production of Manpower Specialists.[1]

Within this context, we nevertheless do have certain beginning efforts apart from the special social work related programs begun at the Florence Heller School at Brandeis and at the West Virginia School of Social work under Department of Labor Institutional Grants, selected courses of which are included in earlier materials.

For example, within the Cornell University School of Industrial and Labor Relations masters and doctoral programs, there is a special concentration in manpower studies, with a rich variety of courses being offered that focus very substantially on organizational behavior and aspects of personnel management. In all, a total of twenty-eight different courses are offered at Cornell to train persons to both teach and administer in this field.

There is also a manpower concentration at the Michigan State University School of Labor and Industrial Relations, where Thomas H. Patten, Jr., author of Manpower Planning and the

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[1] See Niland, John R. (ed.), The Production of Manpower Specialists, Ithaca, N.Y.: New York State School of Industrial and Labor Relations, Cornell University, 1971.

Development of Human Resources[1] and contributor to the Niland reader of an article entitled "The Education of Manpower Specialists for Large-Scale Organizations" now teaches. Patten serves as Associate Director of the Michigan State Program and has described the seven manpower related courses offered at his school which he believes are relevant to social workers and social work curricular development. In addition, there is a manpower planning option within the masters program in Public Administration at the University of Missouri. As indicated in the enclosed prospectus the Missouri program is particularly geared to preparing administrators for effective participation in the manpower planning process. This option requires a two-year period of residence and is focused on aspects of administration which can lead to the development of skills essential to the development, implementation, and evaluation of state and local comprehensive manpower plans.

During the past two years, masters programs at the University of Utah College of Business and Human Resources Institute, and the New School of Social Research Center for New York City Affairs have been developed. These programs are geared much more to offering necessary graduate training to persons already engaged in manpower activity who find it impractical to leave their jobs and return to full-time graduate study.

The in-service program offered by the University of Utah and directed by Garth Mangum is now being offered on a part-time basis in Oakland, California; Clearfield, Utah; Kansas City, Missouri; Atlanta, Georgia; and New York City. As the attached course syllabus indicates, it features many of the concentrations listed earlier in these listing including one course on "The Sociology of Poverty." There are, however, heavy emphases on organizational behavior, financial accounting, quantitative analysis, and national income theory.

Perhaps the most recently emerging manpower specialization has been the creation of a Graduate Department of Manpower Development at the New School's Center for New York City Affairs, of which Henry Cohen is Dean. This graduate program, leading to a Master of Arts degree in Manpower Development, is a two-year part-time course of study. It is also designed to provide persons presently employed in the manpower field with a broad foundation of theoretical and practical knowledge necessary to upgrade their professional skills.

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[1] Patten, Thomas H., Jr., Manpower Planning and the Development of Human Resources, New York: John Wiley, 1971.

The New School program draws heavily for its faculty on working professionals, including Elwood Taub, Executive Director of the New York City Manpower Area Planning Council. and Joseph Vigilante, Dean of the Adelphi University School of Social Work. Vigilante's participation is, perhaps, a unique example of a professionally trained social worker teaching in a special manpower concentration outside a school of social work.

Course Description

363: Techniques and Theories of Training in Organizations — 3 hours

Instructor: Mr. Foltman or Mr. Frank

Deals with the methods used, formally and informally, by organizations for training personnel at all levels. These methods will be compared with relevant psychological formulations of the problems of learning. The place of practice, understanding, and motivation in the acquisition of motor and other skills; the use of the case and incident methods; learning techniques in a group setting (discussion and role playing); learning during performance appraisals; and learning as a result of identification. Various teaching methods will be practiced.

364: Communication in Organizations — 3 hours

Instructor: Mr. Frank

A course devoted primarily to the study and analysis of the major concepts and research done in communication theory. Although primary emphasis will be devoted to an examination of the process of communication, analysis of communication breakdown within organizations will also be a major concern. The basis for this analysis will be structured on a consideration of communication models, diffusion process, meaning and language, organizational communication, channels and networks, technical language systems, learning, persuasion, and attitude change.

368: Case Studies in Personnel Administration — 3 hours

Instructor: Mr. Wasmuth

Cases, incidents, and field data selected from a variety of organizational settings provide a framework for examining and explaining the various roles played by personnel managers. Some attention will be paid to the evolution and formalization of personnel activities within expanding small business organizations. Students will have an opportunity for field work, and are required to prepare individual cases for class presentation and discussion.

460: Field Studies in Community Manpower Planning and Development — 3 hours

Instructor: Mr. Foltman

An analysis of manpower planning and development processes at a local level (one upstate city in New York State). Supervised field studies and research will be directed towards a study of the manpower consequences resulting from urban development and the construction of a large state-operated facility in this community. Students are expected to conduct field interviews and to do field research relating to projection of job requirements, role of unions, management and government agencies in local manpower planning and development, and the role of the community organizations in these processes. One weekly meeting is scheduled to consider related theory, history, institutional aspects, and public policy.

463: Design and Administration of Training Programs 3 hours

Instructor: Mr. Foltman

An analysis and exploration of the training and retraining function as applied in business, government, and industrial organizations. Consideration is given to the conceptual framework in which learning activities are developed at the workplace at all levels. Included are various teaching methods, such as vestibule schools, on-the-job training, conference discussion, role playing, programmed instruction, sensitivity training, and the utilization of audio-visual materials. Consideration is given to managerial, supervisory, and manual skills. Particular emphasis is placed on integrating public and private efforts for training and development.

464: The Management of Complex Organizations 3 hours

Instructor: Mr. Wolf

Deals with the practices and problems of multi-industry and multinational firms. Emphasis on manpower problems, such as the organization, direction, and control of manpower in mergers and acquisitions, transfer of technical skills, and intraorganizational conflict results.

465: Field Studies in the Development of Management Training Programs

Instructor: Mr. Frank 3 hours

Will provide direct field experience and diagnosis of managerial training needs within four different organizations, and will involve the design and construction of actual training programs. Each student will conduct interviews, observe work activity, study past training activity, and attempt to gain a general understanding of the basic operation of the particular organization to which he is assigned. He will then develop a detailed proposal for subsequent training activity within the organization, including development of materials to be used, as well as the basic format for the training sessions. Class and reading assignments will be in the field of industrial training and adult education, with individual assignments contingent on the varying organizational assignments.

467: Women at Work 4 hours

Instructor: Mrs. Farley and Mr. Miller

This course examines various aspects of female occupational roles in twentieth century United States. Historical, social and legal factors which influence women's choice of careers, work socialization, and training, and subsequent labor market experience. How does being female affect entry jobs, opportunities for advancement, income relative to men? Occupations in which women predominate will be compared to occupations in which women are underrepresented. What are the role characteristics of being a working mother, a professional woman, a boss? An independent project will be central to evaluation of course performance.

468: Organization Development: Strategy and Practice 3 hours

Instructor: Mr. Foltman

The study of models, theories, and methods used in changing entire organizations or major organizational sub-units. Consideration will be given to current methods and strategies for improving individual or group performance, including laboratory training, consultancy, sensitivity training, grid training, and other planned interventions. Organization development approaches are compared and contrasted with classical individual training models.

499: Directed Studies 3 hours

For individual research, conducted under the direction of a member of the faculty, in a special area of labor relations not covered by regular course offerings. Registration normally limited to seniors who have demonstrated ability to undertake independent work. Eligible students should consult with a counselor in the Office of Resident Instruction at the time of preregistration to arrange for formal submission of their projects for approval of the Undergraduate Program Committee.

550: Manpower and Collective Bargaining Problems in the Construction Industry

Instructor: Mr. Cullen and Mr. Foltman 3 hours

The seminar will examine selected manpower and collective bargaining problems in the construction industry such as supply and demand of construction manpower, the Negro and the building trades, skilled manpower forecasting and planning, skill requirements, education and training, personnel management policies and practices, the wage-price issue, the closed shop, featherbedding, jurisdictional disputes, and problems of bargaining structure. Individual research is required.

560: Manpower and Organization Management 3 hours

Instructor: Mr. Dyer

A basic graduate course covering the major areas of manpower and organizational policy as they relate to human behavior and work organizations. Intensive consideration will be given to such aspects of personnel work as motivation, selection and placement, compensation, training and development, health and safety, and personnel research. The course will examine how the personnel function affects attainment of all organizational objectives. In addition, the personnel and industrial relations occupations will be examined in terms of their career patterns and organizational roles.

561: Occupational Aspects of Manpower Studies — 3 hours

Instructor: Mr. Miller

A three-part course which starts by examining the job analysis process and its conventional contributions to various personnel activities. Next, it examines professional and organizational careers with special scrutiny of their accessibility and adaptability to poor, undereducated, and otherwise disadvantaged elements in the population. Finally, individual student projects will consist of preparing job descriptions for various career stages of one high-talent occupation, beginning with the least demanding and ending with the most demanding. These projects will be evaluated by outside manpower experts in the appropriate professional or organizational specialty.

562: Administrative Theory and Practice — 3 hours

Instructor: Mr. Wolf

A general survey of the theory and practice of administration. Attention focuses on organizational differentiation and its implication for managerial practices. The course is taught around cases and field studies. Topics include theories and approaches to administration, organizational diagnosis, managerial practices, and organizational dynamics.

564: Public Policy and Development of Human Resources — 3 hours

Instructor: Mr. Foltman

Analysis of the need for development of human resources, trends in work force requirements and implications for public policy, the role of government and of educational institutions in providing development programs, and the effectiveness of such programs. Examination of the rationale, organization, and administration of specific programs, such as apprenticeship, vocational and technical schools, technical institutes, university programs for development of technical, scientific, and managerial skills, and the foreign technical assistance program. Implications and problems of public support for the development of human resources are studied.

565: The Staffing Process: Recruitment, Selection, and Placement — 3 hours

An analysis of the staffing process as applied to employing organizations. Topics examined include manpower planning, sources of manpower and methods used to develop these sources, methods and techniques used to assess individual differences in skills, abilities, and attitudes, methods used to assess organizational job requirements, problems associated with man-job matching within organizations, and the relationship between the staffing process and other organizational processes. Consideration is given to current topics of concern in the field, such as discrimination in employment and the assessment of managerial potential.

566: Administration of Compensation 3 hours

Instructor: Mr. Dyer

The development and administration of wage and salary programs. Major emphasis is given to the role of compensation in attracting, retaining and motivating employees. Topics investigated include motivation, theory, factors influencing compensation levels, job evaluation, forms of compensation including incentive plans and fringe benefits, special issues of managerial compensation, and problems of compensation control.

567: Management and Leadership Development 3 hours

Instructor: Mr. Dyer

Study of the factors affecting the growth and development of managers and leaders in industrial and other organizations. Consideration is given to both individual and organizational determinants of managerial effectiveness and methods used to influence these. Topics include defining and measuring managerial effectiveness, motivation theory, staffing at the managerial level, individual training and development, and organization analysis and development. Emphasis is on the application of research methods and results to management development problems.

568: Case Studies in Personnel Administration 3 hours

Instructor: Mr. Wasmuth

A seminar devoted to an analysis of personnel management activities and their impact on organizational objectives and administration. Cases, incidents, and field data derived from a variety of institutional settings will provide a framework for examining and explaining the various roles played by personnel managers. When it is appropriate, attention will be given to the evolution and formalization of personnel activities within growing small business organizations. Students will have an opportunity for field work and are required to prepare individual cases for class presentation and discussion.

569: Design and Administration of Training Programs 3 hours

Instructor: Mr. Foltman

The development of education and training programs in government, business, labor, and voluntary organizations. Attention will be given to the role of line and staff, and to problems and techniques in policy determination, the identification of training needs, and the design, implementation, and evaluation of programs. Case studies will focus on the philosophy and administration of selected training programs.

660: Manpower and Organization Management 3 hours

A seminar in which intensive study will center on one or two specific areas of manpower and organization management. Selection of study areas will be jointly determined by student and instructor. Acceptable topics for intensive study include manpower planning and forecasting, compensation, justice processes, training and development, or other organizational manpower processes. Individual or group research may also focus on external influences or organizational manpower policies, practices, and strategies.

661: Alternative Approaches to Manpower Planning 3 hours

Instructor: Mr. Stoikov

The seminar will begin with an examination of the rationale for manpower planning, and will explore the relationships between such planning and educational and economic planning. Major attention will be directed then to alternative approaches to manpower planning: (a) the manpower requirement approach, (b) the rate of return approach, and (c) a programming approach using the previous two approaches in combination. Applications to developing and developed countries will be examined. An individual research paper will be required. A sound grounding in statistics and mathematics is desirable.

662: Simulation and Management Training 3 hours

Instructor: Mr. Wasmuth

The seminar will be conducted through the technique of simulation applied to a rehabilitation workshop and a hospital. Although the substantive material relates to health services management, simulation as an approach to training managers has wider and growing importance to all types of organizations. A key factor in simulation training is the high degree of involvement of participants in teams to set goals and identify problems and possible solutions. For example, students are provided with realistic problem-solving situations involving boards of directors, community resources, state and federal agencies, etc. The seminar will focus on a variety of manpower aspects of the management process and on the dynamic changes which occur in organizations. The content of the seminar will be research findings, selected readings, and project reports.

663: History of Contemporary Management Thought 3 hours

Instructor: Mr. Wolf

A critical review of the works of the major contributors in terms of the development of their ideas and impacts. Tape-recorded interviews with Barnard, Simon, Drucker, Urwick, and others will be studied.

667: Current Issues and Research in Human Resources Development 3 hours

A graduate seminar centering on selected issues and relevant research involved in the development of managerial and work force skills (particular emphasis for the seminar to be determined with the seminar group). Seminar papers and class discussions might concentrate on such topics as management development, impact of technological change on training programs, development of scientific and professional personnel, or labor union education.

699: Directed Studies credit arranged

For individual research conducted under the direction of a member of the faculty.

MICHIGAN STATE UNIVERSITY
SCHOOL OF LABOR AND INDUSTRIAL RELATIONS

Dr. Thomas H. Patten, Associate Director of the School of Labor and Industrial Relations, summarizes the content of seven courses offered at Michigan State University which he describes as "relevant to developing people who will know something about programs for the disadvantaged as well as the organizational behavior and personnel variables which affect the administration of not only public welfare agencies but organizations of all kinds."

LIR 811: Manpower Programs and Institutions

Role and effectiveness of the public employment service, vocational and apprenticeship programs, retraining and vocational rehabilitation activities, etc., as instruments of an active manpower policy.

LIR 813: Income Maintenance Programs

Causes and social consequences of poverty, nature and effectiveness of income transfer programs against poverty and insecurity. Integration with manpower programs. Relations between public and private programs.

LIR 823: Organizational Behavior in Labor and Industrial Relations

Analysis of why organizations, individuals, and groups in unions, management, and government act as they do in industrial relations situations with emphasis on sociological, psychological, and cultural factors.

LIR 824: Employment Relations

A social system approach to employment relations and employee utilization in private and public organizations.

LIR 825: Employee Compensation and Incentives

Theory and practice of payment systems in private and public employment. Compensations and motivation. Job evaluation and performance review. Incentive plans, executive compensation, and fringe benefits.

LIR 826: Organizational Development

Application of general systems and organizational behavior theories to the problems of organizational change and development in labor and industrial relations, with particular emphasis on the roles of leadership and change agents.

LIR 923: Seminar in Organizational Behavior

Research and policy on selected problems of organizational behavior in labor and industrial relations.

UNIVERSITY OF MISSOURI
COLLEGE OF ADMINISTRATION AND PUBLIC AFFAIRS

Master of Science in Public Administration

Manpower Planning Option

The purpose of the manpower planning option is to prepare administrators for effective participation in the manpower planning process. The option is designed specifically to produce skills essential to the development, implementation, and evaluation of state and local comprehensive manpower plans. It seeks to develop future public administrators capable of contributing to the design of manpower strategies and delivery systems that are responsive to local needs and objectives.

The two-year program of study leading to a Master of Science in Public Administration--Manpower Planning Option consists of four components.

The MBA-MSPA Common Core emphasizes generic concepts of administration pertinent to both the public and private sectors, and seeks to develop analytic techniques for planning, decision-making, and organization-program management.

The Public Administration Core seeks to provide systematic coverage of the major types of knowledge and skills essential to a generalists' perspective in public affairs and administration.

The Summer Internship is designed to provide an opportunity to learn, through an on-site work-study experience, the functions and needs of public manpower agencies.

The Manpower Planning Option Courses focus on the economics of the labor market; manpower economics; information requirements and sources of information for manpower planning; information needs of the state and local manpower planning process, and the resultant allocation of manpower funds; and evaluation of public manpower programs, policies, and plans.

The degree program normally requires credit in the following graduate courses. The courses are usually completed in two years, and the summer internship occurs between the first and second years.

Semester credit hours are shown in parentheses after course titles.

COMMON CORE

Organization Theory and Behavior (3)

Organization theory. Study of relationships among individuals, groups, and units in organizations, and the systems which facilitate organizational goal achievement.

Managerial Accounting (3)

Financial and cost accounting concepts. The processes for collecting, recording, and summarizing financial and cost data. Use of accounting data for position reporting, income determination, planning, and control.

Computer Applications for Administration (1)

Introduction to administrative uses of the computer. Computer usage procedures, use of programs and data files.

Applied Mathematics for Administration (3)

Analytic and finite mathematics.

Managerial Statistics (3)

Statistics as an aid in decision-making. Emphasis upon statistical inference, sampling techniques, and nonparametric statistics as applied to problems of business and public administration.

Information Systems for Planning and Decision-Making (3)

Management information systems for facilitating organizational operations. Information for planning and control, managing the information function.

Economics and Public Policy (3)

Nature and method of economic analysis. Resource allocation in the market and public sector, national income accounting and analysis, monetary and fiscal policy. Public policy and inflation, unemployment, and growth.

PUBLIC ADMINISTRATION CORE

Organization Theory (3)

Examines relevance of organization theory to governmental and other public administrative agencies. Applications of such theory to problems of public organization design, maintenance, and development.

Public Policy Formation (3)

Processes through which public demands are generated, converted into formal policy, and implemented. Focus is upon role of the administrator, and the institutional-organizational contexts in which the administrator functions.

Public Policy Analysis (3)

Systematic approaches in policy-making. Application of systems analysis, operations analysis, and other analytic techniques to selected policy decisions of state, local, and national governments.

Public Budgetary Decision-Making (3)

Intensive study of concepts and techniques in public budgeting, with emphasis on significance for resource allocation and decision-making processes of recent methodological innovations.

Public Financial Administration (3)

Analysis of major federal, state, and local revenue sources. Principles of accountability for management of public funds, management and investment of cash balances, special problems related to long- and short-term debt.

Program Review and Evaluation (3)

Application of systematic, objective methods for evaluating effectiveness of public programs, means for determining extent to which program administration facilitates achievement of program objectives.

MANPOWER PLANNING OPTION

Labor Market, Employment, and Wages (3)

Survey of theoretical explanations of wage and employment determination in contemporary labor markets.

Introduction to Manpower Economics (3)

Labor force concepts and trends, changing patterns of employment in the United States, and the nation's manpower policies.

Planning for Manpower Programs (3)

Information requirements and sources of information for manpower planning. Examination of the manpower planning process in terms of the interaction of manpower, education, and welfare institutions.

Application of Manpower Planning Methods (3)

Research relating to the information needs of the state and local manpower planning process and the resultant allocation of manpower funds. Evaluation of public manpower programs, policies, and plans.

The two manpower planning courses are described in greater detail below.

Planning for Manpower Programs

Information requirements and sources of information for manpower planning. Examination of the manpower planning process in terms of the interaction of manpower, education, and welfare institutions.

1. Information Requirements

In identifying information requirements for manpower planning, this course will examine the kinds of data needed by the state or local manpower planner to:

- A. Formulate alternative courses of action to achieve predetermined goals of manpower programs.
- B. Permit selection of clients to be served by the manpower services delivery system.
- C. Permit measurement of the effectiveness of manpower programs.
- D. Identify environmental factors impacting on the manpower services delivery system and limiting the alternatives of manpower planners.

2. Sources of Information

- A. General purpose statistical systems (Census of Population, Current Population Survey, Payroll Employment, Hours, and Earnings Statistics).
- B. Data relating to manpower problems (Census Employment Survey, State Employment Security Agency Unemployment Estimates, Occupational Employment Statistics, Employment Security Automated Reporting System).
- C. Projections of manpower requirements and supply, particularly through use of "Tomorrow's Manpower Needs" methodology.
- D. Occupational manpower and training needs projections.

3. The Manpower Planning Process

- A. Identification of goals and objectives.
- B. Search for alternatives.
- C. Costs and benefits: present and future.
- D. Selection of best alternative that achieves highest priority objective at least cost.
- E. Measurement of performance of implemented policies or ongoing programs.

4. Roles in Planning Manpower Programs

- A. Federal
- B. Governors
- C. Mayors
- D. Educational institutions
- E. Private enterprise
- F. Alternative models for manpower planning

Application of Manpower Planning Methods

Research relating to the information needs of the state and local manpower planning process and the resultant allocation of manpower funds. Evaluation of public manpower programs, policies, and plans.

1. Linkages in state and local manpower planning

    A. Evolution of the manpower planning and coordination system.
    B. Information bases of state and local planning for manpower training, vocational education, vocational rehabilitation, and welfare.
    C. Formulation of annual manpower plans and funds, allocation models.
    D. Allocation of manpower funds.

2. Evaluation of manpower programs and plans

    A. Problems of program coordination at federal, state, and local levels.
    B. Effectiveness of manpower services delivery systems.
    C. Evaluation methodologies.
    D. Coordination of the system.

Possible readings for this course are the following:

United States Department of Labor, et al. Interagency Cooperative Issuances, "Cooperative Area Manpower Planning System," 1970 to date.

Annual Comprehensive Manpower Plans for selected states.

United States Senate, Committee on Labor and Public Welfare, Subcommittee on Employment, Manpower, and Poverty. Hearings on Comprehensive Manpower Reform.

United States Congress, Joint Economic Committee. Studies in Public Welfare, No. 3, "Effectiveness of Manpower Training Programs."

M. Borus, ed. Evaluating the Impact of Manpower Programs, D.C. Heath, 1972.

E. Hardin and M. Borus. The Economic Benefits and Costs of Retraining, D.C. Heath, 1971.

UNIVERSITY OF UTAH
COLLEGE OF BUSINESS

Master of Science in Management

Manpower Administration

The Human Resources Institute, in cooperation with other academic departments and colleges of the University, offers a Master of Science in Management degree with an emphasis in manpower administration. This degree is available through an in-service program designed to provide effective study opportunities for those already employed in manpower agencies or programs who find it impractical to leave their jobs and return to full-time graduate study. Faculty members travel to the site of instruction to meet with study groups.

Course work for the in-service program is as follows:

Management 788: Perspectives of Manpower Policy — 5 hours

The emergence of manpower policy. Motivating forces and historical perspectives, the causes and incidence of unemployment and poverty, manpower programs for the disadvantaged: description and evaluation, education and training for work in the United States, the processes of manpower planning and the qualifications of the manpower planner and administrator.

Management 652: Management and Union Relations — 5 hours

Familiarity with labor market concepts such as labor force participation, employment and unemployment, turnover, etc., the determinants of the supply and demand for labor, the structure and dynamics of the labor market: how it works in theory and practice, labor mobility, the allocation and role of labor unions and employer organizations and their economic impact, manpower planning in the business firms and public agencies.

Management 568: Human Relations and Organizations Management — 5 hours

Application of behavior science theory and research to specific cases for improvement of organizational environment and managerial decision-making.

Management 653: Manpower Management — 5 hours

Judicial controls of administration. Constitutional rights to review, delegation, conclusiveness, exhaustion, remedies, quasi-legal bodies: their powers and effects, labor-management relations in public employment, preserving integrity in public service, informal actions vs. administrative procedures.

Management 697: Thesis Research 5 hours

Technical writing in the manpower environment. Development and completion of the thesis requirement, program summary of major issues in manpower administration.

Management 691: Special Study 1 hour

Independent study of special topics.

Economics 502: Quantitative Analysis in Human Resources Research 6 hours

Basis probability and statistical measures, sampling procedures, estimation, hypothesis testing, and regression analysis as these are used in the analysis of manpower and other human resources related programs.

Economics 501: The American Economy 6 hours

Alternative economic systems and comparative political economic philosophy, supply and demand, pure competition vs. big business, income determination, taxation and economic policy, poverty and its alleviation.

Economics 604: Survey of National Income Theory 5 hours

Survey of national income theory with emphasis on policy and the achievement of macroeconomic goals such as growth price stability, full employment, and balance-of-payments equilibrium.

Economics 691: Directed Readings 1 hour

Independent study of special topics.

NEW SCHOOL FOR SOCIAL RESEARCH
CENTER FOR NEW YORK CITY AFFAIRS
GRADUATE DEPARTMENT OF MANPOWER DEVELOPMENT

Spring, 1973

Course Description

MPR 101: Sociology of Work — 1½ credits

Instructor: Dan DeWees, Director, Settlement House Employment Development

Consideration of work from cross-cultural studies, recent experimental findings regarding work and its discontents. Discussion of leisure and work, the work ethic, and the alleged drift toward a leisure society. Discussion of the division of labor and the distribution of surplus in various societies.

MPR 102: Economics, Politics, and Sociology of Poverty — 1½ credits

Instructor: Joseph Vigilante, Dean, School of Social Work, Adelphi University

Explores dimensions of poverty and characteristics of the poor. Discusses problems of discrimination and inequalities of income distribution. Discusses the work ethic, expectations, and aspirations of different social classes.

MPR 105: Workshops — 1½ credits

Instructor: George Bennett, Deputy Director, New York City Office of Collective Bargaining, and Commissioner Lucille Rose, Manpower Career Development Agency

The workshop will attempt to review students' on-the-job experience and problems in relation to the issues and formulations developed in the classroom. Student experience in different manpower programs will provide the case material. Alternative ways of formulating problems and dealing with them will be considered. The enrollment in individual workshops will be kept to about fifteen.

MPR 106: Structure and Dynamics of Urban Manpower — 1½ credits

Instructor: Herbert Bienstock, Regional Director, U.S. Bureau of Labor Statistics

The demographic and sociocultural factors involved in the development and internal dynamics of an industrial labor force are examined from both the theoretical and applied viewpoints. Within a framework of manpower policy such topics as labor force structure, behavior of employment and unemployment, migration, and mobility are examined.

Includes labor force composition and participation, changes in the labor force, and industrial and occupational needs. Covers the concepts of employment and full employment.

(Note: This course was formerly Urban Economics.)

MPR 107: Introduction to the Field of Manpower — 3 credits

Instructor: Elwood Taub, Director, New York City Manpower Area Planning Council

Includes a definition of manpower development in its broad and narrow applications, the immediate and long-range implications of manpower development, and the origins and development of public policy. A review is provided of the delivery system and institutions of manpower programs: participants, components, techniques, linkages, successes, and failures.

MPR 108: Organizational and Small Group Theory — 3 credits

Instructor: Samuel Marks, President, Humanic Designs Corporation

To give the participant (1) an appreciation of organizational behavior and its gradual emergence as a field of research, (2) some understanding of the major theoretical and methodological approaches to the study of organizational behavior, (3) an understanding of how some of these theories may be applied, and (4) an understanding of a small group's behavior within the organization.

(Note: This course combines former courses 103, Management Organization Theory, and 104, Human Relations and Personnel Administration.)

MPR 109: Learning Theory and Problems of Special Groups — 1½ credits

Instructor: To be announced

This course provides an overview of major learning theories and principles of the learning process. The course focuses on the implications of learning theory for the development of training programs and curricula with emphasis on the educational problems and career needs of special groups, including women, minorities, the undereducated, and the older worker.

MPR 110: Process in Career Development — 1½ credits

Instructor: Leila Toledo, Career Development District Council #37, State, County, and Municipal Workers Union, AFL-CIO

This course explores the process of moving the unemployed into the ranks of the employed and upgrading workers from entry level jobs to higher skilled jobs. The course will cover the outreach-recruitment process, client assessment, career planning, and coordination of appropriate service agencies.

MPR 111: Quantitive Methods of Manpower Research 3 credits

Instructor: Abraham Berman, Assistant Director, Division of Research and Statistics, New York State Department of Labor

The primary emphasis in this course is to acquaint the student with the major statistical series and the projection methodology that are used in manpower research. The emphasis will be on how the data are compiled, the differences among the various series, and the types of analyses that can be made. A minimum of statistical methodology will be included so that the student will be able to understand the underlying techniques. Emphasis will be placed upon the good points and the faults of various data sources so that the student will be able to evaluate conclusions drawn in the analysis of these data, and their use in planning manpower programs.

MPR 200: Regulatory Agency Impact on Manpower Administration 1½ credits

Instructor: J. Mitchell Graybard, Vice-President, Reynolds Securities

An examination of the agencies operating under mandates in the areas of civil and human rights, equal opportunity, wage and hour laws, unemployment benefits, and federal contract compliance. Approaches and methods of dealing with agencies in order to effect the most advantage to the employee, the employer, and the agencies. Resource people from specific agencies to contribute to the class.

MPR 201: Managing a Manpower Program 1½ credits

Instructor: George Bennett, Deputy Director, New York City Office of Collective Bargaining

This course will address itself to practical problems which arise in launching manpower programs: defining the focus of a program, arranging for cooperation with other agencies and organizations, developing a budget and an organizational pattern, defining staff responsibilities, recruiting and supervising staff, monitoring operations, organizing client recruitment: counseling, training, and placement, securing physical plant, administering contracts, and working with public and private employers. Several different types of programs, e.g. a neighborhood employment center, a skills training center, and a manpower planning operation, among others, will be analyzed with the above issues in mind.

MPR 202: Program Design I 1½ credits

Instructor: Charles Morris, Director, New York City Income Maintenance Programs, Human Resources Administration

The focus of the course will be program design and development. The first seven weeks of the program will concentrate on the application of systems analysis techniques to program design, illustrated with case discussions. Emphasis will be on formulating program objectives and organizing resources to carry out the design. The use and misuses of Planning, Programming, Budgeting System (PPBS) and related planning innovations will be discussed. An attempt will be made to develop familiarity with and realistic expectations for modern systems analysis when applied to the usually vaguely defined and artificially constrained problems encountered in public sector management.

MPR 203: Program Design II — 1½ credits

Instructor: Charles Morris, Director, New York City Income Maintenance Program, Human Resources Administration

The course will focus on managing new program development to full implementation with emphasis on Critical Path Method (CPM), Program Evaluation Review Technique (PERT), and related techniques. Case illustrations will emphasize manpower programming but will also be drawn from a variety of public sector experiences. The establishment and use of management information of reporting systems, the development of realistic time schedules and criteria for success or failure and the integration of new program structures into established program hierarchies will receive particular attention.

MPR 204: Labor-Management Relations, Labor Unions, and Manpower Development Programs — 1½ credits

Instructor: Louis L. Levine, New York State Industrial Commissioner

Consideration of labor-management relation problems as they effect manpower programs. A study of specific training programs, e.g. On-the-Job Training (OJT), Affirmative Action in building trades, Equal Employment Opportunity Commission (EEOC), and Office of Federal Contract Compliance (OFCC) guidelines, etc., and impact on collective bargaining. Analysis of labor movement, specific involvement in the development of manpower programs. Apprenticeship training and its relationship to manpower development and collective bargaining.

MPR 205: Planning Theory and Methods — 1½ credits

Instructor: Samuel Marks, President, Humanic Designs Corporation

Provides the student with the basic theories of planning, and some of the modern techniques presently being utilized in the human resource field with emphasis on the private and public sector. Focuses on policy formation, structure of managerial plans, forecasting, analysis of trends and relationships, bounded rationality, theories of opportunism, closed and open decision models, optimization and suboptimization approaches, and integrated planning and control techniques.

MPR 206: Training I: An Overview — 1½ credits

Instructor: George Quarles, Chief Administrator, Board of Education, Office of Career Education

Emphasizes the 'how-to' approach in managing and conducting training programs. Will focus on institutional training, selection of course content, facilities, staffing, program organization, clientele, skills training, and basic education. Students will utilize these basic elements in the design of a training program.

MPR 207: Manpower Economics 1½ credits

Instructor: Herbert Bienstock, Regional Director, U.S. Bureau of Labor Statistics

The economic relations that impact on the American labor market are examined. Among the topics that will be studied are wage and compensation structure and theory, leisure-work relationships, living standards and poverty, productivity and technological impacts, employment, unemployment and inflation interrelationships, labor supply and demand, and dual labor markets.

MPR 208: Public Sector-Private Sector Relationships 1½ credits

Instructor: J. Mitchell Graybard, Vice-President, Reynolds Securities, and Commissioner Louis Levine, New York State Industrial Commissioner

The course will concern itself with a variety of manpower issues where public sector and private sector intersect, and review both the difficulties and ways of achieving satisfactory resolution of interests. Business dissatisfaction with labor referrals from public employment agencies and with the graduates of public schools will be reviewed. Also considered will be public dissatisfaction with the pace of private absorption of hard-to-place workers.

MPR 209: Management of Large Scale Organizations 1½ credits

Instructor: Samuel Marks, President, Humanic Designs Corporation

To provide the student with an understanding of the process of management that takes place within the large centralized and decentralized organization. Is concerned with planned change and its influence on the organization's policies, practices, and program. Also places emphasis on organization and management development approaches. Is concerned with new approaches to the internal labor market and covers such areas as manpower planning, control systems, patterns of communication, change strategies, and the use of power. Will cover the public and private sector.

MPR 210: Introduction to Economics 1½ credits

Instructor: To be announced

This course will introduce students without previous training in economics to basic economic concepts essential to a grasp of issues in manpower and economic development. Consideration will be given to the operation of the markets for labor, goods, and capital. Concepts such as competition, monopoly, consumption, macro-economics, micro-economics, fiscal, and monetary policy will be reviewed.

SURVEY RESPONDENTS

Individual Courses

*Aronson, R.L.: Cornell University New York State School of Industrial and Labor Relations, "Economics of Manpower."

*Breul, Frank: University of Chicago School of Social Service Administration, "Social Welfare and Work."

Briggs, Vernon M.: University of Texas Department of Economics, "Economics."

*Caro, Frank: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, "Social and Psychological Aspects of the Employment Relationship."

*Cassell, F.H.: Northwestern University Graduate School of Management, "Institutional Planning and Utilization of Human Resources."

*Conley, John: University of Pittsburgh Graduate School of Public and International Affairs, Department of Urban Affairs, "Manpower Development and Employment Opportunities."

*Cunningham, James: University of Pittsburgh School of Social Work, "Social Welfare."

*________________ and Egbert DeVries: University of Pittsburgh Graduate School of Social Work, "Seminar in Political Economy and Social Welfare."

Cryer, Edwin: Tulane University School of Social Work, "Paraprofessionals and Volunteers in Social Welfare Programs."

David, Gerson: University of Houston School of Social Work, paper presented at the Council on Social Work Education Annual Program Meeting in San Francisco, February 25-28, 1973, "Education for Social Work Practice in Business Corporations."

*reproduced in this collection

*Derryck, Dennis: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, "Manpower Problems of the Disadvantaged."

*_______________: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, 'Urban Education and Manpower Policy."

*Doeringer, Peter, Frank McLaughlin, and Andrew Sum: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, "Evaluation and Planning of Local Manpower Programs."

*Ferman, Louis: University of Michigan School of Social Work, "Human Resource Programs."

*_____________: University of Michigan School of Social Work, "Human Resources."

Foltman, F.F.: Cornell University New York State School of Industrial and Labor Relations, "Public Policy: Development of Human Resources."

*Foster, Madison: University of Michigan School of Social Work, "Political and Economic Behavior of the Black Community."

*Frank, Murray: Rutgers University (Livingston College) Department of Urban Planning and Policy Development, "Manpower Policies and Programs."

*Freedman, Marcia: Columbia University Teachers College, "Youth and the World of Work."

________________: Columbia University Teachers College, "Methods and Materials for Educational and Occupational Information."

Freilicher, F.: Cornell University New York State School of Industrial and Labor Relations, "Employment Discrimination and the Law."

*Ginzberg, Eli: Columbia University Graduate School of Business, "Human Resources and Economic Welfare."

Gordon, Barry: West Virginia College of Graduate Studies, "The Merging of Work and Welfare Programs."

*Hardcastle, David: University of Kansas School of Social Welfare, "Social Problem, Policy and Program Analysis II: Work and Manpower Policies and Programs."

*__________________: University of Kansas School of Social Welfare, "Advanced Policy and Program Analysis III."

Harrison, Bennett: Massachusetts Institute of Technology, "The Political Economy of Urban Poverty."

__________________: New School for Social Research, "Urban Economic Development and Planning."

__________________: University of Maryland Afro-American Studies Program, "Black Economic Development."

*__________________: University of Maryland Department of Economics, "Labor Economics."

*__________________: University of Maryland Department of Economics, "The Economics of Poverty and Discrimination."

*__________________: Massachusetts Institute of Technology, "Inner City Economic Development."

*Hausman, Leonard: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, "Economics of the Labor Market."

__________________: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, "Urban Economics."

*Helburn, I.B.: University of Texas School of Management, "Management of Manpower Resources."

Kidder, Alice: North Carolina Agricultural and Technical State University, Center for Manpower Research and Training, "Manpower Problems and Prospects."

*Kidder, David: Brandeis University Florence Heller Graduate School for Advanced Studies in Social Welfare, Center for Manpower Administration and Development, "Manpower Forecasting."

*Levitan, Sar: George Washington University Center for Manpower Policy Studies, "Seminar in Manpower Policy."

Lipscomb, Nell: Tulane University School of Social Work, "Utilization of Volunteers and Paraprofessionals."

*Marshall, Ray: University of Texas Department of Economics, "Human Resource Development."

Meld, Murray B.: University of Washington School of Social Work, "Advanced Community Organization: Social and Community Planning."

_______________: University of Washington School of Social Work, "Social Work and the Political Process."

*Miller, John: West Virginia University School of Social Work Rural Manpower Project, "Program Design and Evaluation."

*____________: West Virginia University School of Social Work Rural Manpower Project, "Seminar on Social Issues."

*____________: West Virginia University School of Social Work Rural Manpower Project, "Principles of Program Design and Evaluation."

*Moore, Brian: University of Texas School of Management, "Management of Human Resources."

*Nixon, Russell A.: Columbia University School of Social Work, "Manpower, The Labor Market, and Social Policy."

*Nordlund, Willis: University of West Virginia School of Social Work, "The Economics of Poverty and Social Welfare Policy."

Perl, Lewis: Cornell University New York State School of Industrial and Labor Relations, "Labor Economics."

*___________: Cornell University New York State School of Industrial and Labor Relations, "Economics of Poverty."

*Ross, Arthur M.: University of Michigan Department of Economics, "Manpower Seminar."

*Scherer, Philip M.: Virginia State College Department of Economics, "Manpower Economics."

*Schwartz, Edward: Washington University George Warren Brown School of Social Work, "Seminar on Work and Welfare."

Slavick, Fred: Cornell University New York State School of Industrial and Labor Relations, "Social Security and Protective Labor Legislation."

Smith, Philip: Florida State University Department of Social Work, "Social Policy."

Somers, Gerald: University of Wisconsin Department of Economics, "Wages and the Labor Market."

*______________: University of Wisconsin School of Economics and Industrial Relations, "Employment Problems of the Disadvantaged."

Stern, James: University of Michigan Department of Economics, "Labor Problems."

*Stoikov, Vladimir: Cornell University New York State School of Industrial and Labor Relations, "Approaches to Manpower Planning."

*_________________: Cornell University New York State School of Industrial and Labor Relations, "Labor Economics."

*Taub, Elwood: New School for Social Research, "Introduction to the Field of Manpower."

*Vigilante, J.L.: New School for Social Research, "Economic Politics and Sociology of Poverty."

*Wiener, Hyman: Columbia University School of Social Work, Industrial Social Welfare Center, "Organized Labor and Social Welfare."

Special Programs

*Cornell University New York State School of Industrial and Labor Relations.

Brandeis University Florence Heller School, Center for Manpower Administration and Development.

*Michigan State University School of Labor and Industrial Relations.

*New School for Social Research Center for New York City Affairs, Graduate Department of Manpower Development.

*University of Missouri College of Administration and Public Affairs.

*University of Utah College of Business.

Virginia State College Department of Economics.